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THE SPECTATOR

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Hamilton College Library

COMMITTEE ASKS FOR LIMITS ON TENURE; STRONG FACULTY OPPOSITION EXPECTED

Hamilton Appointments Panel Proposes Departmental Guidelines

The Committee on Appointments of the Hamilton Faculty made public this week its proposal for tenuring policy at the college. This is the first time in the college's history that a faculty committee has been charged with stating explicitly a policy on tenure.

The proposal calls for limit] on the number of tenured faculty by department while stipulating provisions for exceptions to theguidelines. It has been distributed to the faculty, Acting Dean of the College Dwight N. Lindley, and President Carovano, and will be discussed at an informal faculty meeting Nov. 19.

President Carovano said that he requested the proposal from the faculty to "get some advice from the faculty on this rather difficult question." Asked how the proposal will affect actual policy, he said, "We don't have an ironclad notion of what will follow after the 19th." Carovano said he will not comment on the proposal until the faculty meeting.

Just several days after its release, however, strong opposition to the plan has already surfaced. The Hamilton chapter of the American Association of University Professors (AAUP) has drafted several resolutions which are critical of the proposal, and faculty have individually expressed disappointment about the report from the Committee.

AAUP Resolution

The following statement was passed by the Hamilton Chapter of the American Association of University Professors at its meeting several weeks ago. Passed in October, it is not a response to the report of the Committee on Appointments released this week.

The Hamilton College Chapter of AAUP, understanding that the tenure policy of the College is presently undergoing a review, wishes to remind the administration of the policy of the national Association on the imposition of tenure quotas. The statement of the Association's Committee A on Academic Freedom and Tenure (AAUP Bulletin, December, 1973) says in part:

> Holding faculty members in nontenured service, and then releasing them because a numerical limit on tenured positions prohibits their retention, has the effect of nulligying probation.

The Chapter concurs in the position of the national organization.

There are many valid arguments against the imposition of quotas on faculty tenure, but one which may apply with particular force to the situation here at Hamilton College is the fact that

continued on page ten

The AAUP represents 35 to 40 per cent of the Hamilton faculty, and the chapter earlier had expressed its opposition to tenure quota systems.

The Committee

The Committee—Professor of Geology Donald Potter, Professor of Music Stephen Bonta, and Professor of Romance Languages Rouben CCholakian, said in the report that a tenure policy is needed at Hamilton in light of the number of faculty soon coming up for tenure. According to the report's seven-year projection, 23 faculty will come up for consideration while only 10 are expected to retire.

Sixty-one per cent of the faculty at Hamilton is presently tenured. If all 23 were to receive tenure, by 1980, the percentage would be 78.

"Even assuming that all those coming up for tenure are worthy of it, the college must not grant tenure to all," the committee's report said. It said that such a policy will be necessary to ensure a better distribution by age in each department at the college.

The report also argues that in order for the college to be able to recruit faculty in fields not already represented on the faculty, and to recruit minority candidates, such guidelines as proposed will be necessary.

The ideal number of tenured faculty is determined in the report by the total number of members in a department. For instance, in a fourr man department it is recommended that two, at most three, be eligible for tenure.

Special Cases

Stating that there may be special cases, the report recommends that department chairmen solicit evaluative comments from numerous sources to support candidates whom they believe deserve tenure despite the fact that such a decision would violate the guidelines.

"If the hope that only the excellent will receive tenure when there is an opening, the hope is that only for the superior will an exception be made," the report states.

In addition, provisions are made for an ad hoc review board to handle grievances faculty members up for tenure might have.

The proposal also recommends "taht members of each department, tenured or non-tenured, should be of different ages." The report says that a mixture would contribute to the health of a discipline.

Although opinion on the Committee's report varies widely, the seriousness and complexity of any discussion of tenure is acknowledged by all concerned.

Professor Robert L. Simon

Professor Donald Potter

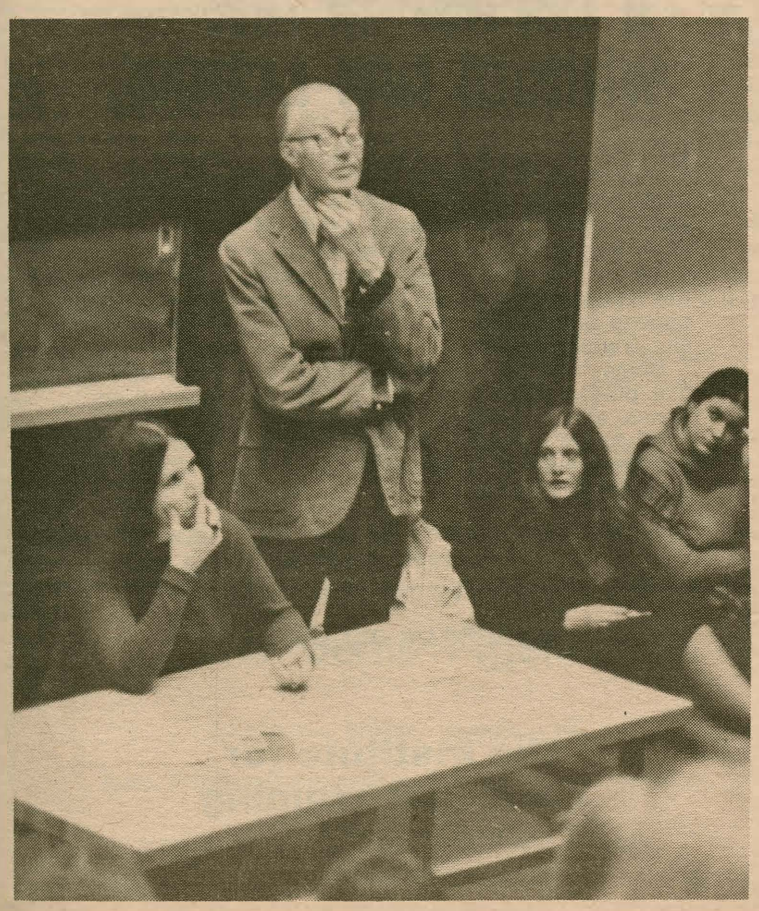
The Committee Report

Hamilton Appeals Process Suggested. Age Distribution a Major Factor.

Preface The memorandum below describes a policy on tenure. The memorandum can become policy only if it is adopted by the chief executive of the College, and for the policy to work effectively, it must be acceptable to most members of the faculty. If the policy is acceptable, the provisions for exceptions to the staffing plan (see below) and for a procedure for reviewing decisions (see below), should be incorporated in the "Faculty Handbook." The memorandum begins with a brief history, states the assumptions in favor of tenure, describes very briefly the current situation, and recommends solutions to the problems raised.

History Until 1949 the members of the Hamilton College Faculty received contracts each year for the following year. No distinction as to the period of the contract was made either because of rank or length of service. Since 1949 Hamilton has adhered much of the te to the provisions of the AAUP, as established by the 1940 "Statement of Principles." That is, the probationary period is for seven years: notice on non-renewal must be given at least one year in advance. For some years during the presidency of Robert Ward McEwen, the College did not count as part of the probationary period time spent teaching elsewhere. Currently, the College is in substantial agreement with the 1940 "Statement of Principles,"

continued on page ten



Kirkland meeting held in response to the rape of student last week

Recent Rape Stirs Hill Community Escorts Provided, Lights Planned

A Kirkland student walking alone near the Root Art Center Friday, Nov. 1, at 2:30 a.m. was reported to have been raped by a man who threatened her with a knife and a bottle and warned her not to tell anyone. The woman reported the alleged assault to Linda Patrick, Kirkland Assistant dean of student affairs, who then called the State Police.

The Dean of Student Affairs Office took immediate precautionary actions to inform Kirkland students of the incident and to warn them of the dangers of possible assault.

See Rape Prevention Special, page 11

Notes about the incident were sent to students Friday morning cautioning them to be careful when out at night.

The notice also requested any students who had knowledge of other incidents to contact Jane Poller, Kirkland dean of student affairs.

By midday Friday, three other incidents had been reported and by Thursday, approximately 15 students had told Poller of incidences of indecent exposures, hitching experiences and harassments since the beginning of the year

At an open meeting Tuesday night, Poller told about 300 people that, most of the incidents seemed unrelated. However, "descriptions of at least three of the people seem to be the same" said Poller.

This latest flurry is not related to the events of a year ago or those of this summer, said Poller. Both of those cases were presumed to be settled when the men responsible were arrested.

Poller said that all the incidents had occured when a woman was walking alone. She advised that women always try to walk with at least one other person, in light of the incidents.

The State Police are presently investigating the rape and about ten other incidents. Although one investigator is responsible for the investigation, probably eight to ten men have been on the case at various times in the past week according to Senior Investigator Gerald Thomas.

Thomas said they were doing "everything possible" to find the man or men responsible including checking with other colleges in the area.

In addition to actual work on the case, the police have stepped up their patrols through the college areas from three, to six to nine patrols daily.

The colleges have added men to their late night security shifts and are patrolling the campuses more frequently. They are also investigating ways to make the campuses safer.

Mike Caldra, president of the Intra-Fraternity Council organized an escort service of volunteers

continued on page eight

The Tenure Debate

The question of tenure policy has been of increasing interest recently, at Hamilton and Kirkland and at colleges and universities across the country. The Hamilton Appointments Committee's report on staffing and tenure, in recommending future policy for the college, has sparked for the first time a wide-open debate about the issue at the college. The discussion ranges from inspection of the notion of tenure itself, to how Hamilton will explicitly set tenure policy in light of the sometimes conflicting considerations of prudent fiscal management, continual improvement of the quality of the institution, and the support of faculty morale and academic freedom. A complex issue and one that almost defies solution, the question of tenure deserves clarification. Tenure, which offers a professor life-time job security, is most commonly justified on the grounds that it insures the academic freedom of faculty. Without tenure, professors would have little protection from the possible persecution of a college administration because of their political views, life-styles, or opinions about their college itself. Although a professor with tenure may still be fired for gross incompetence, tenure is also supported on the grounds that the job security it offers is just compensation for men whose extensive education is only equalled by such professionals as doctors and lawyers, who are usually rewarded greater salaries than are given to professors.

The problems which colleges now face with regard to tenure is caused in part by a tightening job market. Unlike during the 1950's and 1960's, when faculty were able to move from college to college, tenured professors are not staying at their present institution, and the untenured professors there are also hoping for tenure. Colleges, however, cannot afford to pay everyone the salaries that tenured professors, as senior faculty members, command for long periods of time.

A tenure policy must also avoid protecting from institutional discipline tenured faculty who are not performing well, but who are not guilty of gross incompetence. It must also deal with the case in which a group of men in a department, all of whom are the same age, comes up for consideration at the same time. If all men were tenured, a department would suffer from uneven age distribution which would probably cause the department to later become stagnated or monolithic.

Any attempt to solve the tenure crunch, however, seems doomed to frustration. Some say that colleges should merely increase the standards used in granting tenure. If only the outstanding men were given tenure, it is argued, a college could avoid over-tenuring their faculty and junior faculty could not object that they were being denied tenure on any grounds other than merit. Stating explicitly how high "higher standards" will be, however, and enforcing them evenly throughout a college is thought to be a difficult task at best.

It has also been simplistically proposed that colleges institute across-the-board quotas, setting a percentage limit on the number of tenured faculty possible in a college. If a college were near its quota, however, it would very unlikely that any qualified faculty would join that college's ranks. Quotas would also unjustifiably deny tenure to faculty on the basis of an arbitrary numerical standard.

As an attempt at compromise, the Committee on Appointments has proposed the institution of rotating positions and departmental guidelines or quotas, which would, however, be subject to exception. The committee suggests that age distribution within a department be an important concern when following the plan's suggested guidelines. The committee also proposes the institution of a formal grievance procedure, which would be welcome at Hamilton, which has had no formal appeal process.

Departmental quotas, however, also impose an arbitrary criteria on a decision which should be based on the quality of the candidate for tenure. Although the committee makes provision for the "superior" faculty member, what is meant by "superior" other than that which is better than "excellent" is not set forth. Departmental quotas, it seems, would also encourage unhealthy competition between non-tenured members of a department.

Although one can not expect a perfect solution to the problem of setting tenure policy, it appears that the Committee on Appointments' proposal as it now stands is still not the satisfactory solution being sought.

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Letters to the Editor

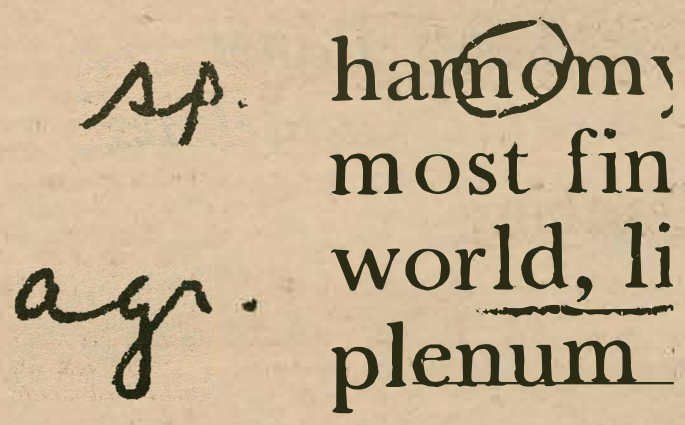
Two from English 11

To the Editor:

I am somewhat reluctant to write this letter for fear of revealing my poor writing ability or my blatant illiteracy. I feel, however, the need to provide some "food for thought."

At least one member of the English Department should consider the fact that he might be the cause of some of the poor writing that he encounters in his freshman classes. Granted, he is determined to batter freshman egos, but as a professional educator, he must realize that a person who is sincerely striving to improve his writing needs some reassuring praise, no matter how slight, to encourage him to try even harder. When a student is mercilessly beaten down by a barrage of vicious, mocking, and insulting remarks every time he rises in a new attempt at improvement, he eventually sees his effort as pointless, and he ceases to care. The result is the listless writing which the department is supposedly striving to prevent. A little bit of encouragement might motivate students to become more than "reasonably competent."

Howard Morrison '77



To the Editor:

Dere Surs,

In considerashun of yore resent *Spectator* artikle in witch Mr. Marki labels the qualitee of freshmun English as "poor to illiterate," I shoud hasen to point out that at Harvard, where the number of freshmuns xceeds 5 times the number of Hamilton freshmuns, the average size of its freshmun English classes is, on the hole, hafe that of Hamilton's.

cinserely,

Preston Hutchings, '78

P. S. Perhaps I should have gone to Harvard?

Reply to Watson Comment

To the Editor:

It seems that the annual post-Advisor-selection-sour-grapes letter has a new cousin: the post-Watson "I didn't get picked, therefore something must be wrong with the selection process" letter. Such letters occasionally do raise valid objections to a given method of selection. Mr. Prince's letter, however, was different. By suggesting that the Watson Committee was partial to friends of Mr. Richardson, and that its subsequent decisions were "irresponsible and unfair," Mr. Prince has directly attacked the integrity of those who volunteer their time to give people like Prince an opportunity to win this scholarship. I wonder whether or not he would have written this letter had he been chosen by the Committee. I am certain that such a letter, written under those circumstances, would not have been so vicious in its tone. As one who also applied for a Watson Scholarship (and also was rejected), I am so embarrassed by Mr. Prince's "Comment" that I am forced to write this letter.

To begin with, our intrepid author has failed to notice that he contradicts himself. He first criticises the Committee for choosing finalists by virtue of the likelihood of their receiving the scholarship ("only the committee seems to know what is being looked for"), and then implies that selections are made on the basis of personal friendship. The Committee obviously cannot act in the former manner if it is also acting in the latter.

As for his first point, Mr. Prince would apparently prefer a game called "Who is the best Bullshitter?" to the present application process. The Committee, he believes, should delineate exactly what the Watsons are "looking for" so applicants can tailor their proposals accordingly. In other words, if Prince learns that art-oriented projects are "in," he will be able to formulate an appropriate proposal—regardless of whether or not he is honestly interested in art.

Secondly, Prince's accusations of favoritism are rebutted by the simple fact that two of the four finalists have never taken a Richardson course. That the color of one's nose is *not* a factor in the selection process is supported by Hamilton's excellent past record in the placing of Watson scholars. Rather than condemnation, the Committee deserves commendation for such perceptive decision making.

Finally, Mr. Prince argues that a one page biography is far too brief. "Does (Richardson) feel capable of evaluating the worth of someone he doesn't know on the basis of this one page?" The Watson Committee does not pass judgement on the worth of individual applicants; it merely selects those proposals which are most likely to be funded by the Watson family. Perhaps Mr. Prince would like to have submitted an extensive auto-biography which, coupled with a triple major in English, Government and Physics, would have assured his selection by the Committee.

John B. Emerson, '75

Our Way

To the Editor:

Prior to the football game this past Saturday, I sat on a park bench perusing the latest issue of The Speculator. In an article titled "Hill Students Default Loans; Hamilton Loses $14,000," I discovered the source of increased interest on the part of the Administration concerning the future plans of seniors. A fan from the opposition joined me on the bench. During the conversation it became quite clear that he had a 4.00000 average, as compared to my sub 85. When we left the bench for the same destination, it became quite clear to me that I had been sitting on a splinter for the past 3½ minutes. So typical of the Hamilton experience, much pain but the same result, except for the fact that low grades build character. At the game, I thought how wonderful it was that our opponents had sufficient respect for our team to come to Hamilton to defeat us. As usual we suffered a *double* digit *defeat* on that fateful Saturday, November 2, 1974. Another facet of the Hamilton experience.

The Grinning Greek

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Comment

Grand Dancing

There are many things I want to say in this letter because I feel they are all important and I want you to know about them.

The purpose for the dance was, of course, to raise money for the children of *La gran Familia.* The dance however, was something more than simply a "charity dance." It provided a chance for the Kirkland and Hamilton communities to enjoy themselves and, at the same time, to feel part of a meaningful cause.

When I spoke to Mama Rosa of *La Gran Familia* last week and told her our plans, she said that what pleased her most about the dance was not that we were raising money. She remarked, "Blacks, Whites, and Puerto Ricans are getting together, together!" This unification – a united support – is what meant the most to her. What I wanted to give was a dance where *everyone* here could come and enjoy themselves and feel a part of something.

In retrospect, what occurs to me, is why do we have to have a "cause" to bring people together? Why can't what happened Nov. 2 happen more often? Maybe this is too idealistic, but people should make an effort to improve relations here: that entails communication. Instead, feelings of antagonism, tension and misunderstanding between people and groups of people are apparent here. Remember those words, Kirkland and Hamilton, "relating to each other!"

You have the power to change conditions at Kirkland and Hamilton. You are the ones going to school here. If you are satisfied with the situation, fine; but if not, this is a small enough community where if you want, you can do something about the environment. If you don't like what is going on—say it, scream it, write it or do something about it. But just don't *accept* it!

If any of you ever decode to do something like this, let me offer a few words of advice. It may not be easy. You may have to make sacrifices. You will have to beg and bitch and I mean bitch– to get what you want. People and groups of people may tell you and may do things that will shock you. Their actions will seem not only apathetic but regressive and hostile. Your real moral support will often only come from a few people or a few close friends.

Above all, believe in yourself, what you are doing, and why you are doing it. This is the whole key. Don't let anyone, any group of people, or any organization stop you. It wasn't easy for our group. The lesson that one of the members learned was very painful. She said, "Lisa, where are these people at, where are their hearts?" I couldn't answer. It doesn't matter how intelligent you are. If you don't have compassion for others—human feelings—you aren't worth a damn.

Secondly, I want to thank everybody who donated financial support in the effort to raise money for *La Gran Familia.* That includes the following: Student Life, The Black and Puerto Rican Union, Interfaith, The Alexander Hamilton Players, The Charlatons (who will donate the proceeds from their next two performances to Mama Rosa) and SAC. Our cost of beer was covered through the help of Dean Poller, Dean Bingham, Chris Johnson, Alpha Delta Phi, Chi Psi, Delta Kappa Epsilon, Delta Phi, Delta Upsilon, Psi Upsilon, Sigma Phi, Teak, Theta Delta Chi and a friend from the Bronx who donated three kegs. To the faculty, Clinton community and Kirkland Art Department, again I would like to extend my thanks for your contributions.

The Clinton Courier was kind enough to publish our background information about *La Gran Familia* and to request donations. One of the Courier responses, for example, reads: "Having read the two articles by Jack Boynton in the Courier I want to help by sharing a part of this month's social security check. Keep up the good work."

Money was necessary to get the whole project off the ground, but another essential factor was student and staff support. The set-up crew, admission crew, beer crew and clean-up crew were all fantastic: they did their share and became a part of the effort—they made it work. I want to thank Robin Gardner, Sharon Brazen, Julie Weinstien, Gary Matthews and Wendy Shacknow for organizing these groups of people. I would also like to thank the two people who wall-papered the campuses with posters, Anita Curtis and Debby Block; and the person who made the posters, Cary Clark. Ann Martin and Terry Ritchko of the foods system and the personnel at the physical plant deserve a work of thanks for being so helpful. Mr. Wertz of the Bristol Campus Center, who supported our effort from the very beginning, deserves special thanks. Many thanks are extended to Albert Jackson, Jimmy Francis, Martin Soto of Bundy, and Mike Chin, all worked very hard at the dance. I am grateful to the people who called at the last minute asking to help and to the people who became involved during the dance. Uhuru and Steak Nite were both fantastic and the music could not have been better.

So again, I thank everybody. And to the Three people who worked closely with me—Raquel Ramos, Molly Lazurus (who put in so much time and was in the hospital during the dance), Rhonda Bugg, and to my suite mates and personal friends, you all have my love and respect for standing behind me and working with me over the past month.

To everybody who came to the dance, thank you. I hope you all enjoyed it as much as we did.

Yet, it was all worth it and we will be sending a check for $1300 to Mama Rosa and *La Gran Familia.*

Sincerely,
Lisa Blank

Come Saturday Morning Coordination

By POOKIE ADAMS

Thursday p.m.

"Hey, Joe, I found you a date for the cocktail party!"

"Oh, yea, Bill? With who?"

"This really nice girl in my dance class. I explained your predicament--how your hometown honey couldn't make it up here at the last minute--and she seemed interested. Said she'd never been to a cocktail party."

"Oh, yea? What is she, a real dog?"

"No, Joe, she's a real nice chick. She's not bad looking, either"

Saturday p.m.

"Dum de dum. . .Let's see, she lives in 325 Minor. . .Can never tell these damn buildings apart. . .Aha. Here it is. Gulp." Knock knock.

"Come in! Oh, hi, you must be Joe.". . .*Oh, God, Bill didn't tell me this guy was gonna be Joe Jock. Dig those shoulders. But it's the football helmet that really gives it away..*

"Uh, yea. Hi, Kate.". . .*Oh, God, Bill didn't tell me this chick was Katie Kirkie. I shoulda known when he said she was in his dance class. She don't even wear a bra. That and the clay covered overalls really give her away.*

"Uh, nice room you got here, Kate. What's that hanging from the ceiling?"

"That's my organic mobile. Do you like it? I created it from objects given to me by people who mean a great deal to me "Uh, yea, that's real nice Kate. Uh, listen, don't you think we should get going?"

"Oh, wow, sure, Joe. Oh, no! I almost forgot my stone ground pumpernickel bread in the oven! I'll be right back."

"Well, hurry up, wouldja?. . .*Boy, what a night this is gonna be. I'm gonna flatten that Bill.* Joe, have a piece of bread. Careful, it's hot."

"Hey, Kate, this is great stuff. No shit!" . . . *it really is good. What d'ya know?*

They walk together to the cocktail party.

"So, Joe, tell me about yourself. I know you're in Bill's fraternity, EEK. And you play football, right? What do you do in your spare time?"

"Uh, I play hockey, too."

"Oh, wow, really? I can really get into hockey!"

"Can ya, Kate? Somehow I didn't think you'd be interested in that kind of thing."

At the cocktail party, several drinks later.

"Hey, listen, Kate, you wanna go up to my room? Uh, I've got some, uh, hockey trophies I want you to see."

"Oh, wow, I'd love to see them."

"Come on then'"

"Gee, these are really nice, Joe. And you know, I really like your fraternity brothers. They're beautiful people. Not at all what I had expected. Hey, what are you doing? Stop it!" Slap!

"Hey, what was that for? I just wanted to give you a little kiss!"

"I'm sorry, Joe, It's just that I want the first time to be special. You know,outside, in a field, with the birds and the flowers ... Do you understand? Please, Joe, this is important to me."

"Well, sure, Kate. I mean, I'm no ogre."

"Oh, Joe, you're so together. I must admit my first impression of you was not all that positive, what with the football helmet and all. But, you know, you're really beautiful."

"Well, uh, thanks, Kate, You ain't bad yourself. You bake a mean loaf of stoned bread, and you can hold your liquor. You're a pretty nice chick. Hey, I've been thinking ... you wanna take a walk through the Glen?"

"Oh, wow, I'd love to."

Fadeout as the two walk hand in hand into the sunset, together.

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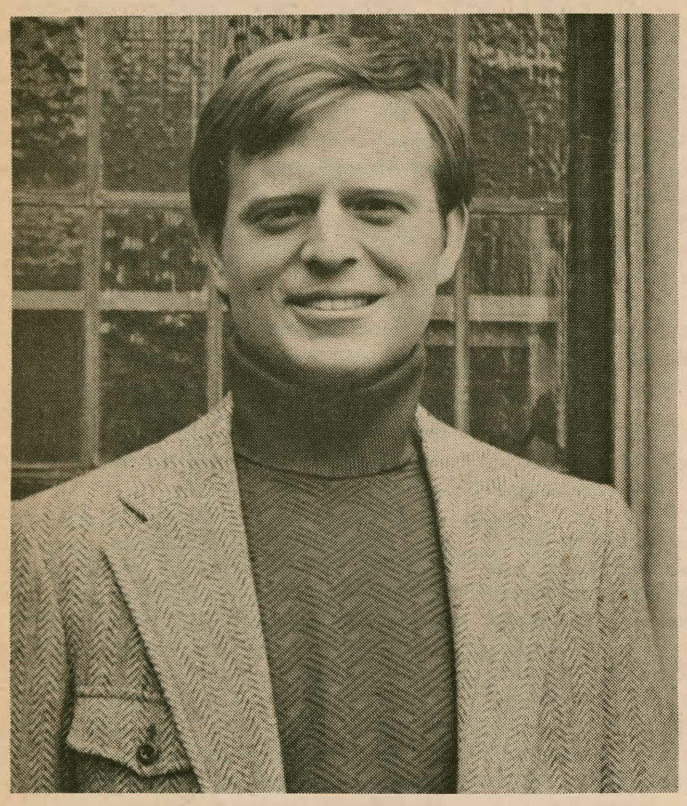
the notes



Assistant Professor of History Michael Haltzel

Haltzel Joins Delegation

Michael Haltzel, assistant professor of history at Hamilton, has been named a member of the United States delegation to the Eighth American-German Conference, Nov. 17-19 in Bonn, Germany.

John J. McCloy, chairman of the American Council on Germany and former U.S. high commissioner to Germany is leading the group and invited the Hamilton professor to join the conference.Haltzel will join a group of 60 American academic, business and government leaders who will meet with a like number from Germany.

Members of the American delegation include Senators Jacob Javits, R—N.Y., Edward M. Kennedy, D—Mass., Hubert H. Humphrey, D—Minn., Charles McC. Mathias, R—Md., and Birch Bayh, D—Ind.; Reps. Henry Reuss, D—Wis., Wayne Hayes, D—Ohio and Jack Brooks, D—Tex.; R. Sargent Shriver, former ambassador to France; Professor Zbigniew Brzezinski of Columbia University, and Carl Kaysen, director of the Institute for Advanced Study, Princeton, N.J.

Forum for Views

The conference is held biannually to provide a forum for an off-the-record exchange of views on economic and political issues involving the two countries. It is co-sponsored by the American Council on Germany and its counterpart, "Atlantik Bruecke" (Atlantic Bridge).

Past paticipants in the conference have included Secretary of State Henry Kissinger, former Secretary Dean Acheson and former German Chancellors Kinrad Adenquer and Ludwig Erhard. The present chancellor of Germany, Helmut Schmidt, and Germany's foreign minister, Hans Dietrech Geuscher, will address this year's sessions.

Professor Haltzel, a specialist in Eastern European history, has been a member of the Hamilton faculty since 1971. He holds a B.A. from Yale as well as an A.M. in Soviet studies and a Ph.D. in history, both from Harvard.

In 1963-64 he attended the Free University of Berlin on a Fulbright fellowship. He has returned to Germany several times since. After a visit two years ago, he published an article in "Change" magazine on the political situation at the Free University. The article was reprinted in a mass-circulation European newspaper.

Haltzel is the author of a number of papers and articles on the history and politics of eastern Europe and was one of the speakers at the First International Slavic Conference held at Banff, Alberta, in September.

YOU HAD ALL THE ANSWERS UP YOUR SLEEVE BUT YOU PUT ON THE WRONG SHIRT.

MAYBE WHAT YOU NEED IS A MAXIMUS SUPER

Maximus Super Beer F X Matt Brewing Co. Utica, N Y

Wine and Cheese Off and On

The Wine and Cheese Center, which has been open sporadically, cannot open on a regular basis because of its inability to obtain a state liquor license.

In order to qualify for a license, a room must be set aside exclusively for the purpose of selling liquor. It must have two entrances and exits, and sufficient facilities for proper storage.

There is no immediately available space on the Hamilton or Kirkland campuses, however, that would comply with state specifications, although the situation is being reviewed, said Dean of Student Affairs, Jane Poller.

The Center is now under the direction of Anne Gorfein and run through the Kirkland Entertainment Committee under Student Life. The Center has requested $75 to cover initial operationing costs. Profits are expected to go back into the Wine and Cheese Center.

Due to the lack of a license, however, funds must be collected under the guise of mandatory donations.

"The only way we exist is if people pay," said Gorfein. Thirty-cent donations are asked for each glass of wine.

The Wine and Cheese Center will continue to operate, tentatively, every two weeks. It is expected that it will next open Saturday, Nov. 16.

* * *

Kirkland students wishing funds for their Winter Study projects must apply before the cut-off date of Nov. 15, according to Assistant Dean of Academic Affairs Ruth Rinard.

The Office of Academic Affairs reports that last year they were able to finance all requests received before that date and this year a shift in allocation policy will result in money being available to even more individuals.

Last year, the committee thought it better to put the upper limit of money to be awarded to a single applicant at a higher figure $150. This would it was thought make possible some more expensive projects feasible that probably could not be realized otherwise.

Now, no one foresees any person receiving more that $50-60.

Though the total amount of money available has remained constant, the new limit will make possible the financing of more projects.

Rinard, hopes that students will take advantage of this wider availability of funds, and make their requests before Nov. 15.

In Fall 1973, because of overestimation of other Winter Study expenses, some money was left from funds not originally marked for financing of student projects, and it was possible to fill some requests that were made after the cut-off date.

But no such windfall can be predicted for this year according to Rinard, and students are urged to use a little foresight in estimating what, if any, their expenses will be.

Requests are evaluated on the basis of need of the student, with those projects that are related to the Winter Study theme receiving priority. For projects involving travel abroad, or other large expenses, loans are available to both Kirkland and Hamilton students through the Financial Aid office.

Notes compiled by Allegra Shumway and Steffi Kalmin.

James Penney has been named the Margaret Bundy Scott Professor at Hamilton College, according to an announcement by President Carovano

The endowed professorship, established in 1967, was previously held by G. Harvey Cameron, professor of physics, now retired. It is not limited to any particular academic discipline.

A member of the Hamilton faculty for more than 20 years, Penney is a graduate of the Fine Arts School of the University of Kansas and also attended The Art Students' League of New York. He is widely known as a painter and has had more than 25 one-man shows at galleries in North America and Europe. One is now on display at the Kraushaar galleries in New York City.

Margaret Bundy Scott, the professorship's donor, is a daughter of the late Harlow E. Bundy, a Hamilton graduate who founded the Bundy Manufacturing Co. and the International Time Recording Co. These two firms eventually merged with a third to become the International Business Machines Co.

Thomas Colby, chairman of the German Department, is reported to be improving steadily after his heart surgery.

Colby, who underwent surgery Tuesday, Oct. 29 at Massachussetts General Hospital in Boston, said that he feels fine and has been up and walking around in the last few days. Doctors have been giving him decreasing amounts of medication as his condition improves.

No time has been set for his return to his home here as yet though. His wife, Ursula S. Colby, chairman of the Humanities Division at Kirkland, is leaving Friday to visit him over the weekend.

* * *

Douglas E. Van Houweling, assistant professor of government at Cornell University, will give a lecture entitled, "Computer Gaming: The Language of the Future," Monday at 8 p.m. in the Science Auditorium. The lecture is part of a series, "Computers: Implications, Applications and Supplications," being presented in cooperation with the new Computer Center.

BAHA'I AT KEEHN

"O son of Being!

"Love me, that I may love thee. If thou lovest me not, my love can in no wise reach thee. Know this, o servant" —Baha'u'llah

Baha'i firesides will continue to be held every Friday night at Keehn Co-op lounge, at 7:30 pm. All are welcome. For more information, call Casey Eckels-Webb x7459.

COED HOUSING FORUM

Root dorm will hold a forum on coed housing at Hamilton and Kirkland, on Sunday, Nov. 10, at 4:00 p.m. in the main lounge at Root. All are welcome to attend. Come with questions, ideas. etc. Members of the Student Life and other Kirkland Assembly Committees wil be present. Refreshments will be served.

ST. ANDREW'S SCHOLARSHIPS

The St. Andrews Society of New York offers graduate scholarships to promote cultural exchange between Scotland and the U.S. The basis for selection includes the applicant's academic and extracurricular record, leadership qualities, financial need, evidence of Scottish descent, and a statement of personal objectives. Awards go up to $3,750 to cover transportation, tuition and living expenses. Men and women are equally eligible. Applications are due Feb. 1, 1975. See Dean Bingham for details.

FRIDAY SQUARE DANCE

Put on your bonnet and polish your boots. Give Mom a kiss and tell Dad not to wait up. Come to the Square Dance and *finally* have a good time. At Bundy, Friday, Nov, 8, 9:00-12:00 pm. 50 cents a person, $1.00 a couple.

Surchin for Food ***

Nookie's Deli

By ANNE SURCHIN

Nookie's, in dowtown Utica, is a small delicatessen featuring cold cuts, salads and soups, sandwiches and hot dishes. True deli mavens of College Hill cast away all doubts--Nookie's cuisine is Kosher.

The sandwiches we devoured were excellent. The corned beef, as lean as one can possibly imagine, had that perfect smoky flavor, yet miraculously lacked the salty taste which usually accompanies it. The hot pastrami, tender and tasty, certainly equaled the corned beef. The rye bread was full of seeds and the mustard had that gritty consistency characteristic of a fine deli. The pickles, which appeared to be home made, were quite savory.

The vegetable soup unfortunately lacked vegetables and was rather bland and weighty. A different soup is prepared every day and one can even have knaidlach (a sort of dumpling) along with the chicken soup on Friday.

The meats are prepared fresh every day. There is a take-out counter for cold cuts and a variety of wursts, and beverages include coffee, tea and soda. Those who have a predilection for the piquant might want to sample Dr. Brown's Cel Ray soda.

There is no posted menu but prices seem to be in the moderate range. About $1.25 for a nice size sandwich; soups $.50; and beverages $.25. Take-out orders are slightly higher. The atmosphere is store front with take-out counter, wooden chairs and formica tables, linoleum floor and fluorescent lighting.

The quality of the food atNookie's rates three stars. Epicures might well enjoy a taste of Flatbush in Utica.

Nookie's (732-8523) is open Sunday-Thursday 8:30-6:30 and 8:30-4:30 on Friday. Nookie's, 226 Liberty Street (next to the New York Bakery), is a few blocks off Genesee Street.

The restaurants reviewed in this column are rated five stars to none. Service, price, cuisine, and atmosphere determine the rating the restaurant will receive. One star signifies edible, two stars mediocre, three good, four very good, and five excellent.

Hamilton Endowment Falls; Market Decline Responsible

Mirroring a general decline in the stock market, the Hamilton endowment now stands at $23.5 million, down from its high of $31.6 million in the first quarter of 1973.

The endowment, which sank as low as $21.2 million in September, recently rebounded along with the market, which was recovering from a ten year low. Ralph Hansmann, investment consultant and chairman of the Trustee Committee on Budget and Finance, said that it is not unusual to have a sharp upward move after the market becomes extremely depressed.

"One has to expect that kind of rebound," he said. However, the endowment's market value has suffered an almost continuous decline since the first quarter 1973. The greatest decline, a loss of $2.6 million, occured between the fourth quarter 1973 and the first quarter 1974.

Endowment income, another indicator of endowment performance, however, has risen slightly during the past year. Essential to the operation of the college, $238,952 of the 1973-74 endowment income went to scholarships and $1,073,906 helped cover the college's general operating expenses.

The equities (stock) portion of the endowment is "by and large invested in companies of size with attractive current yield. They are valued at low multiples of their current earnings." Hansmann said. He explained that these stocks have long term promise for appreciation.

Hansmann said that the world economy is going through a "difficult period," and the committee is taking these broad economic problems into account in investment decisions it makes.

"The economy is not going to show the growth it has in the past. This may be a watershed so far as the economy and the standard of living are concerned. We may not see the same patterns we have in the past," he said.

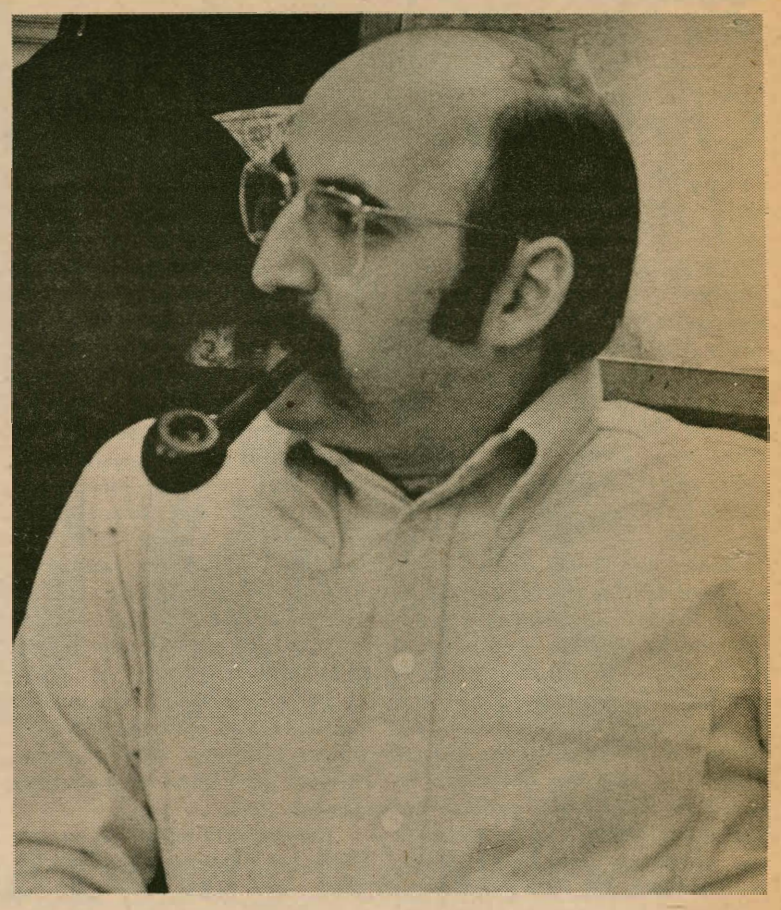
Hansmann said that he did not know how Hamilton's endowment performance compared with other small colleges. He added, however, that representatives of Irving Trust Co., the daily manager of the college account, said that, compared to their other accounts, the college has done relatively well.

Eugene Lewis, provost, said that the college must balance endowment growth with fixed income, equity with bonds. In the last three years, endowment income has averaged 20 per cent of the college's total income.

Lewis said that the students here are being subsidized by this income. Per student, the subsidy last year was approximately $1,368. This was an increase of $50 over the previous year and, despite enrollment increases, it was an increase of $512 over ten years ago.

Lewis said,"I hope that we will be able to increase endowment income by as much as we increase tuition per student." Hansmann, who echoed this hope, cautioned that this depends on investment selection and dividend increases from equity securities.

The correct ratio between equity and bonds is "hard to determine," however, Lewis said. Even if the stock market rises sharply, the college will still have to make sure that there were sufficient funds in bonds and high yield stocks to keep the endowment income steady, Lewis said.



Hamilton Provost Eugene Lewis

Hansmann, describing the endowment as "conservatively invested," said that currently, about half of it is invested in equity and half in fixed income sources. He added that recently the college has used some of its reserve funds to modestly boost its equity holdings.

Lewis said that in late 1972, the high point of both the market and the endowment, the college held 60 per cent equity and 40 per cent bonds.

Investment Committee

The ratio determination, and other investment guidelines are set for Irving Trust by the Trustee Committee on Budget and Fianace. Lewis said that the committee does a "fabulous job."

Lewis added that the committee has followed policies that have protected the college "in the down market." While other colleges have been operating under a "total return or gain concept in which you spend not only your dividends and interest but your expected appreciation," Hamilton has only budgeted expected return, Lewis said.

In a down market, where the expected appreciation is not realized, colleges which use the total return concept must draw from their endowment principle to pay off their debts. This policy, which is feasible in an up market, can be disastrous in the face of economic crisis.

2nd Decade

Policy Document Not Concrete

By MONICA LIFF

"Our charge gave us a problem and a marvelous cop-out," Assistant Professor of History of Science Nadine George said at a sparcely attended hearing on the Interim Report of the Committee of Curriculum for the Second Decade (CCSD) last night. "We are just supposed to be tentatively indicating directions."

George, and Professor of Literature Ursula Colby represented the CCSD at the meeting, which was to collect reactions to the report distributed last week. Almost twice as many faculty members as students attended. One of the major issues raised dealt with the implementation of the recommendations of the report: A Professor asked how one would go about proving her abilities for the recommended system of concentration and graduation requirement. Another requested that the committee be more concrete in the wording of passages.

In response, Colby said, "We can't be concrete. We aren't supposed to be. We were charged with writing a policy document."

There was a discussion of why the word "experimental" was substituted for the word "innovative" in the description of Kirkland's educational policy.

Colby explained that the word "experimental" implied both the willingness to experiment with new ideas and methods, and willingness to reject them if they did not work. She contrasted this with the word "innovative" which, she said, means always being new and different. According to Colby, the college cannot stay new. "You are constantly looking over your shoulder, and comparing yourself with the college down the road,"

Colby said that negotiations for such a joint program are currently underway. Dean of Academic Affairs Catherine Frazer, who is involved in the negotiations, said that she would welcome a statement in the Second Decade Report emphasizing the necessity for science at Kirkland without restricting the negotiators to any specific program. "It is critical that we get a loud clear this-we-must-have," she said.

Hamilton Dean Search

Round Two for Gulick

Dartmouth Professor of Psychology W. Lawrence Gulick will visit the campus this weekend as the first of two or three dean search candidates to be interviewed in the second round of the search.

Gulick, who was here last weekend for a first round interview (see The Spectator, Nov. 1) is chairman of the undergraduate and graduate programs in psychology at Dartmouth. He is a graduate of Hamilton, class of 1952. He has authored or co-authored five monographs and over 35 journal articles. He has also written two books, *Physiology and Psychophysics*, published by Oxford University Press, 1971, and *Stereoscopic Vision* which is now in press, also by Oxford.

The candidate, who will be on campus from Friday evening to Sunday afternoon, will meet with a panel of students, and a panel of faculty, comprised of the members of the Academic Council and Committee on Academic Policy.

Gulick will also meet with Dean of Students R. Gordon Bingham, Associate Dean of the College Robin Kinnel, Director of Admissions Christopher Covert, Vice-President for Development and Public Relations Joseph Anderson, and Kirkland President Babbitt.

Members of the Hamilton and Kirkland psychology departments will speak to Gulick, who is also scheduled to visit the new Computer Center. Gulick will again meet with President Carovano, Acting Dean of the College Dwight Lindley, and the members of the Search Committee. Lindley will not participate in the faculty panel's meeting.

When asked why there was no provision made for an open meeting between students and the candidate, Chairman of the Search Committee and Professor of Chemistry Lawrence Yourtee said, "We rather had the impression that there might not be sufficient interest or value derived from it to further crowd the schedule."

Bob Evans, one of two students on the committee, said that if a large number of students complain that an open meeting should be held, efforts would be made to arrange one for the next second round visitor.

Speaking of the members of the student panel, Evans said, "We thought we'd invite people who have expressed interest in the search to us."

Next Man Undecided

Yourtee said that evaluations would be prepared by the faculty and students after their meetings with the candidate. He said, however, that he could not predict what effect the evaluations would have on the committee's decision.

Asked if another second round candidate had been invited to the Hill, Yourtee said "I'd rather not comment."

"It would seem better to focus attention on the interview this weekend rather than diverting it by discussing future plans at this time," Yourtee said.

Yourtee said that the committee had not decided yet if a third second round candidate were to be invited to the campus. Asked if time were a consideration, the chairman said, "We hope to meet the Dec. 1 deadline, but if we feel we couldn't do the job properly by that time, we would want to extend it somewhat."

Yourtee said that the committee was still considering the possibility of inviting additional first round candidates. Those who have participated in first round interviews and are still considered condidates are Colgate Associate Dean of the Faculty John E. Rexine, Acting Dean of the College Dwight N. Lindley, University of New Hampshire Professor of History W.R. Jones, and one other candidate who has requested that his name be kept confidential.

WEAVERS
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Qts. under $7.00
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The Alexander Hamilton Inn
Fri. 8-1
Mark Chambers Perry
Sat. 8-1
JEANNIE VILLIERE
JOHN KELSEY
The Pub is generally open from 8 pm to 1 am Friday and Saturday nights. Live entertainment will be featured every weekend.

arts page

Chris Burden Acts Out Fantasies; 'I'm Not a Lunatic, I'm an Artist'

"Will he blow up the Art Center?" "Will he masturbate in the chapel?" "This guy's not an artist, he's a first rate sickie!" "Gee, I hope he doesn't kill himself." Such has been the general reaction to the presence of California artist Chris Burden, who will appear at the Root Art Center at 8 p.m. Saturday night, as part of the "California Climate" exhibition.

Burden's "performances" have included having himself shot in the arm by a friend, staying in bed in a gallery for 21 days and not leaving it once, and crawling down a Los Angeles boulevard over fifty yards of shredded glass. Indeed, for those who are not aware of Burden's artistic philosophy, and for many others who do not want to know, there is ample justification for the myths of violence which surround him.

But Chris Burden is a soft-spoken, intense young man, with an easy smile and a sense of humor. He speaks freely of his art, its influence and motivation.

Although Burden defines himself as an artist, he said he is not a "conceptual artist," calling the term a "misnomer." His art involves more of an "execution of an action" than merely the development of ideas, he said, and the catch-all phrase "conceptual artist"is applied to him only for lack of a better way of describing his work.

Whether or not Chris Burden is a "conceptual artist" is a minor issue; there has been a growing debate among the local art experts as to whether or not he is an artist at all.

What Chris Burden calls his art is an intensely personal expression. Most people only experience such intensity when they have a narrow escape from death. Burden likes to soak up the atmosphere of a place of exhibition, and he derives his inspiration from the site.

Fantasies

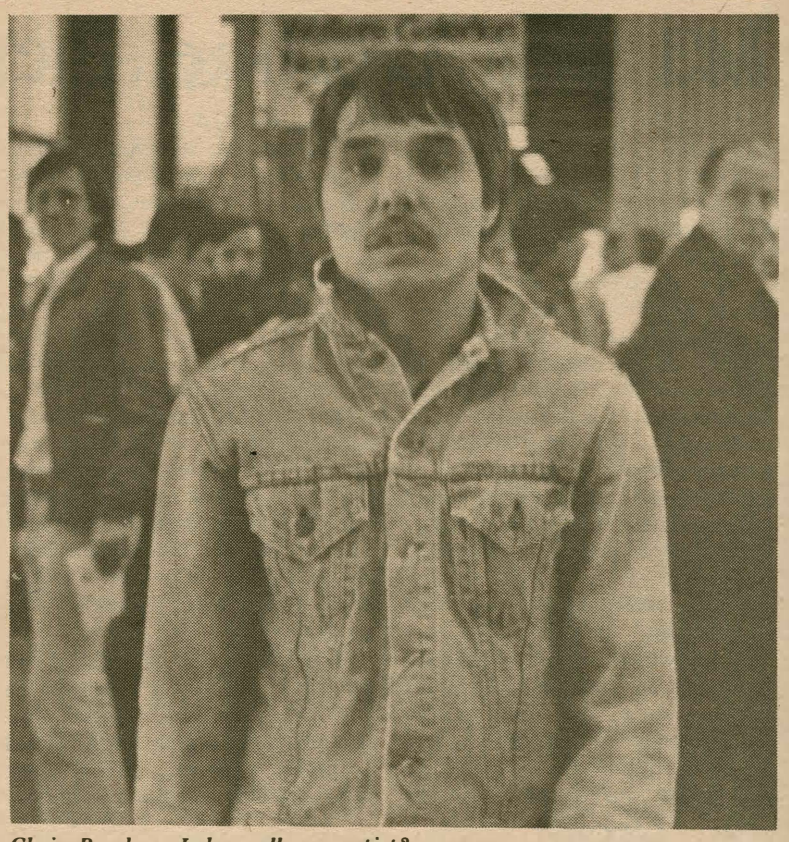
"I'm not making any political comment; my art is highly intuitive—I often act out my own fantasies, and sometimes those of others," Burden said. "I try to achieve the highest level of energy possible."

Burden said he listens to some of his critics, depending upon who they are. "I'm not a frothing lunatic," he said. "The problem is that people fail to distinguish between the artist and his art." He is making an effort to "explode the myths" that surround him, and so, in a partial concession to his critics, Burden will avoid the exhibits of a more violent nature that have characterized him as an emotional deviant. "I don't want to die," he said. "If I thought something would kill me I wouldn't do it."

Burden chuckled when asked if he was nothing more than a con-man out for the money. "What money?" asked his wife, Barbara. Burden said that any artist who only wants to make money will prove himself a fraud, and that considering the small amount of money most artists make, it is absurd to believe that money could be their motivation. "Sure, it's a consideration." Burden said, "I've got to eat and pay the studio rent."

Chris Burden defines what he does as art, and says that a considerable number of people consider him an artist. Are these sufficient criteria for definition of the man as artist? "What else am I if not an artist? Art is whatever the artist says it is. It's a free spot in society."

"An artist can do anything he wants and still remain an artist. Many people say I'm not an artist because they can only define art as a piece of canvas with paint on it or a free-standing sculpture. I don't think that's what it is at all."



Chris Burden: Is he really an artist?

SAC: Same Problems

By SUSAN HUNTINGTON

News Analysis

Recently David Dince '75 resigned as chairman of the Hamilton/Kirkland Student Activities Committee (SAC). Robert Minter '74 and Martha Reiners '77 are now the new co-chairmen, and public sentiment seems to indicate that they will have the same problems former chairmen have encountered.

The SAC has in recent years been under a considerable pressure to provide entertainment that is responsive to an extremely diversified student population. Tomorrow's Elvin Bishop/Deadly Nightshade concert almost surely will spur yet another attack of criticism and controversy.

Many students have already complained about the relative anonymity of the two groups. Disappointed at the scarcity of fancy commercial groups and impressive sounding names, they wonder whatever happened to last year's questionnaires and the Beach Boys

"Whoever was responsible for that questionnaire deserves to be shot," says Reiners. "We couldn't possibly afford the Beach Boys, and even if we could, there isn't a chance they would come."

Farcical Questionnaires

"Questionnaires are a total farce," agrees Minter. It is impossible, he said, to obtain any kind of significant majority opinion through the use of student polls. Even if a questionnaire did indicate an overwhelming demand for one particular performer or group, the limitations on dates and financial resources in addition to the lack of a suitable auditorium, would make it very difficult to insure that such a demand could be met.

"It is important for students to realize that SAC receives its funds directly from social tax payers," says Minter. "Because this is a voluntary charge, our budget depends entirely on how many people contribute. Approximately 1000 students paid the tax this year, whick provides SAC with a $35,000 budget."

$35,000 may sound impressive but really can only cover a very limited amount of entertainment. This is one reason that SAC sponsors primarily small-scale concerts. It would be foolish, members agree, to set aside the whole budget for one big show.

After Saturday's concert has been funded, nearly half of SAC's resources will have already been allocated. $3,000 has been reserved for the B.P.R.U. cultural weekend, $3,000 for the coffee-house, and $2,500 for the folk festival.

Complaints

A large proportion of the complaints which concern student entertainment seems to stem from the fact that there is such a sharp distinction between the social tax payers, who feel they are not getting their money's worth, and non-payers, who feel that they are not getting anything geared towards them at all.

This problem is further complicated by the fraternities, and Hamilton and Kirkland have different ways of dealing with student social life; thus, the Kirkland Entertainment Committee (KEC) is able to help in that area, according to its chairman, Anne Gorfein '77.

People have tended to confuse the functions of this group with those of SAC, partially because until very recently KEC was referred to as SEC, the Student Entertainment Committee.

Kirkland Input

Although the members of KEC are also members of SAC, they work with Kirkland affairs as a completey autonomous unit. "When KEC brings its particular proposals to SAC," said Minter, "they are treated in the same manner as those from a fraternity, the Women's Center, or a charitable organization."

Recent efforts have been nade to provide entertainment that involves a more varied canpus representation. For example last spring a decision was made to stop planning large concerts around houseparty weekends.

"If concerts are always held during houseparties," says Minter, "SAC symbolically becomes Hamilton oriented. It is unair for the committee to be bound by the social commitment of onefaction or another."

The factionalization could also be overcome if more people paid social tax or if there were some type of fee that everyone would pay according to Gorfein

Everybody Whines

Meanwhile, SAC continues its work. One event which has already been arranged is a concert on Dec. 6 in the Chape featuring Paul Geremia, Raun McKinnon, and either Eric Fransn or Lou

continued on page seven

'A Doll House' Worth Seeing; Play Flawed, But Compelling

By NANCY OPPENHEIM

Hamilton and Kirkland are presenting "A Doll House," by Henrik Ibsen, in Minor Theater. One hundred years after it was written, this play is still important. The college production should be seen.

Ibsen opens the play by allowing the audience to watch the daily activities of the occupants of the Helmer house. We follow them through processes and growth, and eventually view the final culmination of their actions.

"A Doll House" has been called a play for women's rights, portraying women as complete adult people rather than playthings. This is true of course, and hundreds of nineteenth century audiences were deeply offended by precisely this point. However, Ibsen's objective was not to make a case for women's liberation, but was rather an attempt to reveal the lack of communication and absolute dishonesty in the interactions between people, the dishonesty of society.

This production is not without faults, yet it is worthwhile and at times compelling.

Margaret Klenck performs admirably in the difficult role of Nora. She must undergo a metamorphasis of personality as well as relating separately to the various other characters who enter the house. Although she overacted slightly in the first act, she was much more at ease with her role for the final two acts of the play. Klenck makes Nora's growth a visible process, and her ability to convince us of its possibility and reality, is immensely laudable in itself.

Ray Dooley is less believable in his portrayal of Nora's husband, Torvald. While Dooley did provide us with some glimpses of Torvald Helmer's humanity and honest devotion to his wife, more often he was portrayed as an absolute tyrant, unrealistic and almost inhuman in his lack of depth or understanding of those around him. Without such depth, Torvald appears merely melodramatic and somewhat uncomfortable. Rather than using natural movements, Dooley appeared to strike poses, or overplay Torvald's paternal and patronizing attitude.

One of the most interesting, if uneven portrayals of the evening was David Cross's Krogstad, the man who blackmails Nora. Cross's performance was probably the roughest of the evening, with sections of obvious "acting," yet he's managed to give Krogstad an honest characterization rarely achieved by any of the other actors, with the exception of Klenck.

The two remaining characters of importance are Dr. Rank, a friend of the family, and Mrs. Linde, a childhood friend of Nora's.

As Rank, George Walsh was a bit too low-keyed. Rank's wit and falshes of black homor and his deep love of Nora and Torvald are adequate but very muted.

Joanna Langfield's performance as Mrs. Linde was also adequate, but un-exciting. Langfield tended to be a little obvious, but the qualitiesof this strong, sedate woman were expressed.

In a minor role as a maid, Melissa Stern deserves a brief mention: her appearances were few, but were simple and convincing.

"A Doll House," directed by Carol Bellini-Sharp, was produced as a period piece, with all the action in the nineteenth century. The set and costumes were realistic, so presumably, the acting was supposed to be realistic. It is here that some confusion arises.

Each of the actors and actresses gives a fairly accurate individual characterization, but when they come into contact with each other the mood on stage changes. Elements of soap opera and melodrama descend. Actors were relating to other actors, instead of real people consistently relating to each other.

Though the action of the play ostensibly views a few arbitrary days in the lives of the Helmers, these few days are carefully chosen.

The dramatic action is the climax of eight years of marriage, and each new development is crucial. Ibsen has two hours to build an entire world, so necessarily there will be elements of drama above those which occur in ordinary life.

Even with these uncertainties, the production is well-constructed. Each character is developed sufficiently to provide tension and plot build-up, and interest is sustained. Ibsen's play has the aura of real life, and that inevitably is what makes any production worth seeing.

Scene from 'A Doll House'

events

Any Events or Arts Briefs not received, typewritten, by 7 p.m. on the Wednesday before publication will not be printed.

FILM

On Campus This Weekend

Duck Soup starring the Marx Brothers and *Brats* with Laurel and Hardy. Friday and Saturday at 8:00 p.m. Sunday at 10:00 p.m. only. Science Auditorium. Admission $.75.

Sleuth Friday at 8:00 p.m. Also Saturday and Sunday at 8:00 p.m. and 10:30p.m. Kirner-Johnson Auditorium. Admission $.75.

November 14 (Thursday)

Devil by the Tail and *Ghosts Before Breakfast*, a short. 8:00 p.m. Chemistry Auditorium. Admission $.75.

The Lion in Winter starring Katherine Hepburn and Peter O'Toole. 8:00 p.m. Kirner-Johnson Auditorium. Admission $.75.

At Nearby Theaters

Cannonball (853-5553) *Chinatown* (R)
Cinema Theater (736-0081) *The Longest Yard* (R)
Cinema National Uptown (732-0665) *What's Up Doc?* (G)
Paris (733-2730) *The Odessa File* (GP)
Stanley (724-4000) *Truck Turner* (R) and *Foxey Brown* (R)
258 Cinema (732-5461) *Class of '44* (R), and *Together Brothers* (PG), and *What's Up Doc?* (G).

LECTURE AND DISCUSSION

November 9 (Saturday)

Newman Mass. Father Drobin. 5:30 p.m. Red Pit.

November 10 (Sunday)

Newman Mass. Father Drobin. Chapel. 9:30 a.m.
Free Church Service, Chapel. 11:15 a.m.

November 11 (Monday)

Newman Mass. Father Drobin. 12 p.m. Chapel
Christian Fellowship Meeting. Milbank 36. 8:00 p.m.
Reading of Congreve's *The Double Dealer* Alpha Delta Phi. 8:00 p.m. Also Tuesday.
Lecture: Mr. Douglas Van Houweling. *Computer Gaming: The Language of the Future.* Science Auditorium. 8:00 p.m.

November 12 (Tuesday)

Student Senate Meeting. Bristol Campus Center Senate Room. 9:00 p.m.

November 13 (Wednesday)

Lecture: Mr. Frederic J. Fleron, SUNY Buffalo. *Technology and Communist Culture* Bristol Campus Center Fisher Room. 3:30 p.m.
Poetry Reading: Carolyn Kizer. Red Pit. 8:00 p.m.
Lecture: Mr. Edward L. Titlebaum. *Echo Locations in Bats, Dolphins, Whales, and Man.* Kirner-Johnson Auditorium. 8:00 p.m.
Bible Study. Mr. Melvin Endy, leader. *Jesus on Wealth and the Kingdom* Bristol Campus Center Fisher Room. 9:00 p.m.

November 14 (Thursday)

Christian Science College Organization. Bristol Campus Center Backus Room. 4:15 p.m.
Lecture. Brenda Danet, Sociolinguist of Hebrew University, Jerusalem. *Watergate: Language and Moral Accountability.* Science Auditorium. 8:30 p.m.

MUSIC AND DANCE

November 8 (Friday)

McEwen Coffeehouse Presents: Jane Voss and Will Spires, fiddle, banjo, and guitar. 9:00 p.m. Free with Social Tax.

November 9 (Saturday)

Student Activities Committee Concert. *Elvin Bishop* and *Deadly Nightshade.* Gymnasium. 9:00 p.m. $5.00 General Admission. Free with Social Tax.

November 10 (Sunday)

Folk Dancing. 3:00 p.m. Kirkland Quad. (Dance Studio - List, rain site.)

November 12 (Tuesday)

Recital: JoElyn Wakefield Wright accompanied by Grant Jones. Chapel. 8:30 p.m.

EXHIBITIONS

Currently on Campus

Photography by Hamilton and Kirkland Students. Afro-Latin Cultural Center. 2:00 - 4:00 p.m. (Closes December 7) *California Climate: Contemporary California Artists.* Root Art Center. (Closes December 20.)

THEATER

November 8 (Friday)

Theater Production of Ibsen's *A Doll House* Minor Theater. Also Saturday and Sunday.

WHCL–FM

Winter Study? WHCL–FM talks with Ed Lee, of the Faculty Winter Study Committee, on the uncertain fate of that cherished institution. And...
Lee Spear on the problems of the Alexander Hamilton Players. And...
Professors Bowie and Hendricks on teaching philosophy to children. 4:00 p.m.
Cafe Lena Series: Old time string band music with the acoustic virtuosos Coster, Welling, and Walich–Live from the Cafe Lena. 11:00 p.m.

Elvin Bishop and Deadly Nightshade

Elvin Bishop and Deadly Nightshade Scheduled for Weekend Concert

Many people have a stereotype filed back in their minds when they think of Elvin Bishop. If they remember Elvin at all, as he himself puts it, they think of the sizzling 12-bar raver who was part of one of the most incredible electric bands that ever made records, the legendary Paul Butterfield Blues Band.

While a case can be made for the Butterfield Band's contribution in turning innumerable record players from folk to electric music during the early Sixties, the group's introduction of Paul Butterfield, Michale Bloomfield, and Elvin to mass audiences alone earns it a place in rock history.

New Capricorn Label

Elvin knows the association is there, because his new record company president, Phil Walden of Capricorn Records, was one of those who had the wrong idea about his music. Elvin's switch to the Georgia-based label–which released his first Capricorn album,*Let It Flow* last summer–employed a reknowned middleman, Richard Betts of The Allman Brothers Band. Elvin and Richard have known each other for some years, but it was at a New Year's Eve '73-'74 concert in San Francisco (one which featured the Allmans) that Betts introduced Phil Walden to Elvin Bishop.

In a Macon eatery interview, the cowboy-hatted, sheriff's badged Elvin ("pass the biscuits, please!") talked a little bit about the new emphasis. "Blues enjoyed quite a bit of popularity a few years ago, but there are less and less people who are willing to sit down and hear some guy play 12 bars for half an hour," he says. "Then, too, this music is more in line with where my head is–we're playing stuff that has a wider variety of forms, and stuff that we like. That's important, because all we're trying to do is show people a good time, and it sho' helps if we can have one too."

Country music isn't really anathema to a guy who comes from Tulsa, Oklahoma, though, and who listened to it all his young life. Elvin had started playing guitar after hearing a broadcast of Nashville's WLAC; he became a blues fanatic and bought "every record I could find." He quit guitar several times, but always came back to it because "I liked to be around girls but I didn't know how to dance."

It was music that changed the course of Elvin's life; he was a National Merit Scholarship winner and settled on the University of Chicago, "I didn't give a shit about college, but I know the blues scene in Chicago was big." He met Butterfield on the steps of a building one day, "He could hardly play any harp at that time (about 1960), he was just playing guitar." They joined forces and played clubs and parties in Chicago, mostly for the free beer. The Butterfield Band formed out of several aggregations with which the two played, and the rest is, as they say history.

DEADLY NIGHTSHADE

The Deadly Nightshade, the female trio performing with Elvin Bishop on Saturday night, considers its music a "celebration." Unlike other groups who make the same claim, this band rarely leaves the audience unsatisfied.

"People keep trying to categorize us as a country band, or a rock band or a bluegrass band, but we really don't fit any of those slots. The fact is that we play country *and* rock *and* bluegrasss *and* oldies *and* what we call 'old soul.' We like a lot of different kinds of music, so we play them all," said Hooke in an interview with Ms. Magazine.

Although much of their repertoire is not original, each of the three women write music and lyrics. Mixing their own compositions with those of other groups, Deadly Nightshade gives a diversified and interesting concert.

The band, which recently played at Max's Kansas City in New York, consists of Helen Hooke, playing lead guitar and fiddle, Ann Bowen on rhythm guitar and washboard, and Pam Brandt who plays an electric bass. Singing together, the produce a lively, vibrant sound.

Audience involvement is an integral part of a Deadly Nightshard concert. Dancing, clapping, and singing in the crowd accompanies the trio. "Most people want to jump around and have a good time," says Hooke, and the other members of the band feel the same way. The aim of their music "is to help people have a good time," according to Brandt.

SAC

continued from page six

London. Plans also include a dance the first weekend in January, a jazz concert in the Chapel the second weekend, and a small folk concert the third weekend.

It is believed that more improvements could be made if students were willing to participate actively and voice their opinions. SAC meets every Wednesday at 4:30 in the coffeehouse, and although the second meeting of every month has always been open to the public, very few people have taken advantage of the opportunity to go and make their opinions known.

A DOLL HOUSE

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Nov. 7, 8, 9, 10, 14, 17 at 8:00 p.m.
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Financial Aid Revised

More of the nation's students will be eligible for financial aid in the 1975-76 academic year. In response to the rising cost of living, the College Scholarship Service (CSS), which determines student financial need, has lowered the amount of money a student's parents are expected to contribute to his education.

Director of Financial Aid Kenneth Kogut said that, given the same number of students, Hamilton must raise an extra $250,000 and Kirkland must raise $180,000 to bridge the gap between the amount of money presently allocated and the gross financial need as established by the new CSS standards.

"I am hopeful that we will be able to meet this need," said Kogut, but added that he will not be able to appraise the Hamilton-Kirkland financial aid situation until mid-spring.

Kogut said that for 1975-76, Kirkland will request $280,336 and Hamilton will request $503,557 in federal grants, loans and student employment funds. However, he does not expect that the federal government will meet these requests.

Forty-five Per Cent

Last year, every college in New York State received only 45 per cent of the federal aid which the college requested and a state panel approved. Kirkland's request was approved 100 per cent by the state panel, and the college appropriated 45 per cent of this request. However, due to its high delinquency rate on federal loans, only 91 per cent of Hamilton's request was approved and Hamilton received 41 per cent of the federal aid it needed.

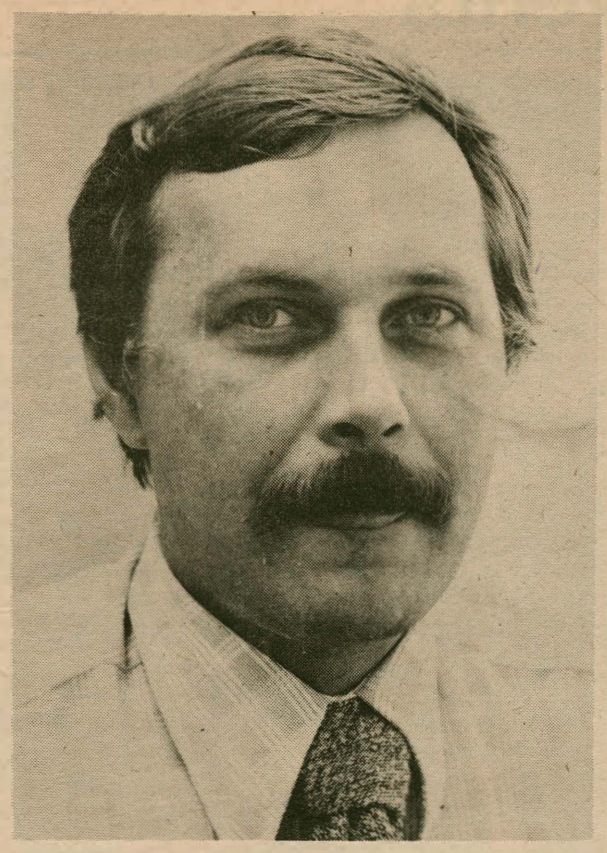
In the 1973 tally, 115 of 334 Hamilton students who received the National Direct Student Loan (NDSL) and 13 of 31 Kirkland students who received the NDSL were delinquent in paying their debts.

For the New York State Higher Education Loan, Hamilton's default ratio was 6.3 per cent and Kirkland's was 3.2 per cent in 1973-74, while the average of all New York State borrowers was 8.6 per cent.

TAP and BEOG

Kogut said that the new state Tuition Assistance Program (TAP) will help increase financial aid for incoming freshmen. Also, the Basic Educational Opportunity Grant (BEOG), previously only for sophomores and juniors, will now be available for freshmen, sophomores and juniors.

Kogut emphasized that the amount of money the college can provide is largely dependent on the cooperation of the students.



Director of Financial Aid, Ken Kogut

RAPE SUSPECT SOUGHT BY POLICE

continued from page one

from fraternities to walk Kirkland students to and from the library and the McEwen Swing from 8:00 to midnight. The escorts leave from the library on the hour and from the swing at 15 minutes past the hour. When Poller told the audience Tuesday night of this service, there was spontaneous applause.

Acting Director of Institutional Affairs William Jamison said that in reaction to Health Committtee prompting, he will soon institute jitney service up and down the hill at nights. A small charge will be collected for each trip. Jamison said the hours must be worked out and responsible drivers found before the service begins. He said that it made no difference if the jitney drivers were men or women.

Gerald Leuiken, director of the physical plant, Poller and Martha Freyman and Sue Greenwood, members of the Health Committee took a walking tour of the campuses Wednesday night to look for potential trouble spots and poorly lighted areas. (See the map)

arts briefs

BLUE ANGEL

"Blue Angel" starring Marlene Dietrich and Emil Jannings, which arrived too late last week to be shown at its previously scheduled time, will be shown on Monday and Tuesday, Nov. 11 and 12, at 10 pm. in Kirner-Johnson. Admission is $.50.

CALIFORNIA CLIMATE

An exhibition of work by 23 young California artists, entitled "California Climate," will open Saturday at the Root Art Center and will remain on view through Dec. 20.

A reception will be held Saturday at 8 p.m. at which Chris Burden, one of the artists represented in "California Climate," will appear from 8 to 9. A book of photographs of Burden, a member of the "conceptual art" movement, is part of the exhibition. Conceptual art, since it consists only of actions on the part of the artist, is collected only in the firm of "authentications," such as Burden's photographs.

THREE ARTISTS

An art exhibit opening at the Bristol Campus Center of Hamilton and Kirkland Colleges Sunday (November 10) will spotlight the work of three young artists, including John Suess, a 1970 Hamilton graduate.

The paintings and wall hangings in the exhibit are by Suess, Tom De Bruin and David Deakin. Although out of college only a few years, all three have had their work widely represented in gallery and college shows.

The three artists will be special guests at a reception Monday, November 11, at the Bristol Center from 7:30–9:30 p.m. The reception will be open to the public.

THE DOUBLE-DEALER

William Congréve's comedy about incest and other family and friendly relations will be performed in a staged reading in the Alpha Delta Phi living room on Monday and Tuesday, November 11 and 12, at 8:00 p.m. The cast of fifteen has been rehearsed by Mr. Barrett. Admission is free.

"Wright Chapel Concert"

JoElyn Wakefield-Wright, mezzo-soprano, will give a concert at the Hamilton College Chapel Tuesday, Nov. 12, at 8:30 p.m. The concert, one of the professional series presented by the Hamilton Music Department, will be open to the public without charge.

Wakefield-Wright, who has sung in opera and concert in many of the major recital halls of the United States, will present the following program *in dem Schatten meiner Locken, Das verlassene Magdelienn,* and *Elfenliede,* by Hugo Wolf; *Fetes Galantes,* by Claude DeBussy; *Harmanium,* by Vincent Persichetti; *Tonadillaas,* by Enrique Granados, and five songs by Benjamin Britten.

A student of Richard Brewer, Martha Lipton and Uren Brown, Wakefield-Wright recently moved to Clinton after six years on the music faculty of Manchester College in Indiana.

She holds a bachelor's degree from Pfeiffer College and the Master of music from Indiana University. She was a Tanglewood fromm Fellow in 1966 and 1968 and studied at the Aspen School of Music in the summer of 1973.

The operas in which she has performed include "Dido and Aeneas" "Sister Angelica," "Carmen," "Albert Herring," and "Elegy for Young Lovers." In the latter two, the performance was filmed for public television.

Her many stage appearances have also included concerts with the Indianapolis Symphony, the Fort Wayne Philharmonic and the Berkshire Festival Orchestra, as well as an appearance in the Tangelwood Chamber Series.

"I.F.C. Escorts"

The Inter-fraternity Council, with the assistance of the Auxiliary Service and the Student Health Committees, has established an escort service for Kirkland students travelling between the two campuses at night.

The service operates between 8:00 p.m. and midnight on the following basis: leaving the lobby of the Science Building at five minutes before the hours; leaving the Burke Library on the hour; leaving Silliman at five minutes past the hour and proceeding to McEwen. The return trip leaves the swing in McEwen at 15 minutes past the hour. Students are urged by the Dean of Student Affairs Office to use this service for their own safety.

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Bernadette Devlin at her Wednesday press conference in the Bristol Center

Devlin Denounces British Government; Claims Socialism Is the Only Answer

By PENNY WATRAS

"The only way to do it is socialism," said Bernadette Devlin, offering her suggestions to alleviate the turmoil in Northern Ireland.

Devlin, a former member of the British Parliament, made her remarks Wednesday in the first of three Root-Jessup Lectures to be delivered at the colleges this year.

The problems in Northern Ireland, according to Devlin, have resulted largely from injustices of the British government. She said that in Northern Ireland the Secretary of State "may sign a detention order against anyone over age 16, held indefinitely without trial, without charge."

Trial By Jury

Trial by jury was abolished 18 months ago, Devlin asserted and added that in Northern Ireland, unlike anywhere else in the United Kingdom, you are guilty until proven innocent.

Devlin, calm in gesture but firm in voice, condemned the British government, concluding that the beginning of the end of the conflict would come about only after the removal of British Imperialism.

British Dominance

"They are not refereeing a religious war," she said, because it is now only a question of British domination. She emphasized that Britain has no right to judge other nations in the United Nations because the British government does not practice justice in their own country.

"Our laws are a farce, our courts a disgrace." She concluded that the only solution was to change the system, to which the audience reacted with applause.

Her argument for socialism stressed the degradation as a result of poverty in Northern Ireland, and the proximity of much money which is in the hands of a few.

Gesturing fervently to the audience, she said that we too in the United States would have a choice to make in the near future, between "socialism and barbarism."

Devlin had earlier outlined what she believed are the origins of the problem: a national unemployment rate of 6-7%, with some towns' unemployment rate as high as 40%, and also the environment that the people must consequently live in. Most of the middle-lower class housing is built and rented by the government. With families growing, there is "just no room."

Religious Conflict

The religous discrimination which brought about biased policies in housing and unemployment started when the Unionist Party decided that Northern Ireland should be a Protestant state for Protestants, said Devlin. Therefore, she added, Catholics were not given any administrations: the Protestants' reasoning was that Catholics "didn't want to live under British rule."

The Catholics in one town, were crowded into 25% of the housing facilities, and were given 25% of the vote, when they made up 65% of the population, said Devlin.

And it was in this own town–Derry--Devlin said, that in August of 1969, the Catholics became fed up with begging the British government for more housing, that they turned to violence, marking the beginning of the provisional Irish Republican Army (IRA).

The reaction of the audience to Ms. Devlin's speech was enthusiastic.

Polish Mathematician Joins Hamilton Staff

By MIKE WEITZNER

Andrzej S. Targowski, a distinguished member of the eastern European scientific community, will be visiting associate professor of mathematics at Hamilton. Targowski will teach a winter study project in mathematics entitled Information Technology or Informatics, and one economics course, Systems Planning, in the spring.

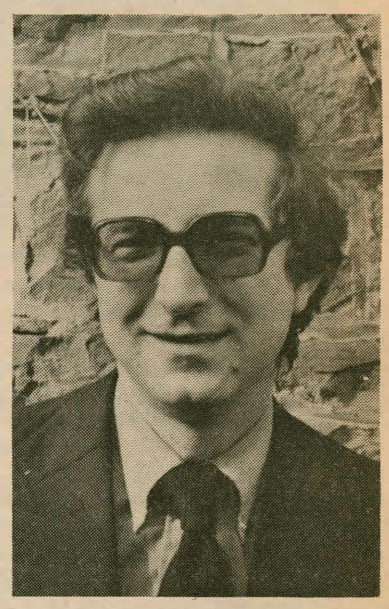
Targowski said he hopes to accomplish three objectives while at Hamilton: 1) to conduct an exchange of views in political and economic management as related to computer science, 2) to use the free market system as a basis for a nonjudgmental comparison with the planned market system, and 3) to promote a more economics-oriented application of the new computer at Hamilton.

Targowski graduated from Warsaw Technical University in 1961 and was nominated in 1965 as director of "ZOWAR" Warsaw Computer Center. Under his leadership, the company grew from a minimal number of employees into the largest member of the Polish information industry.

In 1970, he originated a task force, responsible for preparing the National Program for Information Technology Development (1971-1975).

Targowski was then named vice-president of the National Bureau for Informatics, where he served as a liaison between the government and the technological community, and also introduced new advances from the west. His work with NBI and other related areas has helped make Poland, along with Japan, one of the more prominent nations concerned with "precisely defining plans for a computerized society," Targowski said.

In addition, Targowski was a member of the Governmental Commission of Experts, the National Council for Informatics,



Andrzej Targowski

and the National Commission of Experts for Improvement of Control Systems in Investments. He is the author of four books, including the best-selling "Informatics– A Key to Prosperity," and was president of the Polish Tennis Association.

Targowski said that he likes it here in the United States. He said that Hamilton has successfully bridged the gap between modern and classical education, and Hamilton's math and economic departments have reached an "excellent level" of achievement.

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Appointments Committee Tenure Proposal

Acting Dean Dwight Lindley speaking to Professor of English Austin Briggs

Letter of Transmittal

To: The Hamilton College Faculty
From: The Committee on Appointments
Subject: Open Meeting on Proposed Staffing and Tenure Policy

Last year, the Committee on Appointments (Ogilvy, Lindley, and Potter) was asked by President Carovano to draw up a policy to help guide the Administration in making decisions on faculty staffing and tenure. The Committee examined plans proposed or in use at ohter colleges, recommendations of the AAUP, and especially the current and likely future make-up of the Hamilton Faculty. We on the present Committee have thoroughly discussed and have revised the document drafted last year, and we hope that we will be able to present our report to the President very soon. Before doing so, however, we wish to give you the opportunity to read the document and to discuss it with us so that we may benefit from your views.

The heart of our proposal is a Staffing Plan which spells out guidelines for staffing of departments according to size. The nature of this part of the proposal, which bears directly on appointments and college finances, is administrative and it will be for the President to accept or reject. Two closely related parts of the proposal, Exceptions to the Staffing Plan, and Review Procedures, have to do with action that can be taken by or on behalf of an individual faculty member. Because of their nature, these two parts of the proposal should be voted on by the Faculty and, if approved, incorporated in the Faculty Handbook.

In order to explain the entire proposal, so that it will be fully understood and gain as broad acceptance as possible, we invite you to an open meeting of the Faculty on Tuesday, November 19 at 4:10 p.m. in Buttrick Hall.

Committee on Appointments
Stephen Bonta
Austin Briggs (resigned)
Rouben Cholakian
Donald Potter

particularly through counting as many as four years of full-time teaching elsewhere and through counting leaves during the probationary period as service at another institution.

The Case for Tenure: 1. A system of tenure offers a form of compensation for members of the profession, that of continual employment. Those on tenure are assured of a steady, modestly increasing income and decent fringe benefits, even though their incomes will not reach those which doctors and lawyers can and often attain. (In secular life the legal and medical professions are the only ones requiring comparable educations.) 2. Tenure also affords necessary protection for academic freedom. (See "Academic Freedom," "Faculty Handbook," p. 16). This freedom extends to tenured and non-tenured alike, but those on tenure provide the necessary umbrella for all. Any encroachment on the academic freedom of the non-tenured presumably would arouse the protectiveness of the tenured. A system of tenure makes protection from outside pressures far easier both for the faculty member and for the administrator, who ordinarily will be the one to represent the institution to the public. 3. A system of tenure helps to create an atmosphere in which men and women as scholars and teachers become committed to the long-range well-being of the College. Ideally, those on tenure provide models of academic excellence sutitable for imitation by those not on tenure.

Present Tenure Procedure: A recommendation for tenure initiates with the department chairman, who has first consulted the other tenured members if the department and his Kirkland counterpart. The recommendations are then forwarded to the Committee on Appointments, which sits with the President and the Dean to consider all pertinent information on the candidate. This includes material gleaned from interviews with colleagues, from student evaluations, and from whatever other relevant sources help to establish the candidate's competence in those categories outlined by the "Faculty Handbook" (pp. 10-11). The Committee then makes its recommendations to the President. The Dean makes a separate recommendation. The final decision rests with the President.

The Problem: Like many colleges, Hamilton faces a problem caused by the disproportion between those approaching tenure and those retiring. This disproportion arises as a direct result of first the increase in the numbers of students and hence of faculty, and then the cessation of this increase. (In 1949, within the academic departments 49 full-time members of the faculty instructed 638 students; in 1974, the comparable figures are 77 and 950.) During the next seven years, ten tenured members of the faculty are scheduled to retire; twenty- three non-tenured must be considered for tenure. In 1974-75, the percentage of tenured faculty will be 61. Were all twenty-three to be granted tenure, but no others, by July 1, 1980, 78% would be on tenure, providing that no tenured faculty other than the ten retiring left the College. Even assuming that all those coming up for tenure are worth of it, the College must not grant tenure to all. First, it is widely recognized that as time passes the cost to the College of supporting a tenured position is far heavier than that of supporting a rotating position. This reason is important, but not so important as three others. Over the years the College must be able to recruit men and women who have just completed their doctorates and are, therefore, immediately up-to-date in their disciplines. These men and women bring new ideas and approaches to the disciplines they represent. Likewise, the College must be able to recruit men and women in disciplines or areas not currently represented by the faculty. If the College has not this option, it will not be able to respond to new curricular needs as these arise. And finally, the College should be able to recruit minority candidates for positions eligible for tenure, not just for rotating ones.

Staffing Plan: for the long-term health of the College the Committee believes that the guidelines for staffing should be adopted. It recommends that such a guideling be based on the following considerations:

1)Each department should, with the exceptions noted, maintain a reasonable proportion between appointments eligible for tenure and rotating appointments. The ratio between the two would be a function of the size of the department as follows:

(a) For departments of one member: the position may be either tenured or rotating.

(b) For departments of two members: both may be eligible for tenure. The Committee recognizes that a chairman cannot develop a long-term program unless he can count on having a permanent colleague. Moreover, unless such an arrangement for tenure is made, a potential inequity is created between chairmen of two-man departments and those of larger departments, since it can be difficult for a tenured professor in a two-man department to receive a faculty fellowship if the second position in the department is rotating.

(c) For departments of three members: two of the three eligible for tenure; the third, on a rotating appointment.

(d) For departments of four members: two, at the most three, eligible for tenure; one or two on rotating appointments. The Committe recommends that three on tenure makes the most sense when one of these is close to retirement.

(e) For departments of five members: Three eligible for tenure; the other two on rotating appointments. Four on tenure would be feasible when the senior members is close to retirement.

(f) For departments of seven or more: 60 per cent to 70 per cent eligible for tenure; the others on rotating appointments.

2) The members of each department, tenured or non-tenured, should be of different ages. For the health of each discipline a mixture should be sought between recent recipients of the doctorate, scholars in mid-career, and seasoned senior members.

Obviously, no plan should be so inflexible that it does not make allowance for exceptions based on individual merit. Without flexibility in staffing arrangements, in fact, not only the individual but also the College will suffer.

Exceptions to the Staffing Plan: Under the staffing planproposed above, exceptionally able instructors may be forced to leave the College because the plan has shut them out. The Committee, therefore, recommends that the chairman with the support of the tenured members of the department,
and two tenured faculty members from departments in cognate fields may ask that an exception be granted; the chairman will consult with his counterpart at Kirkland College. The Dean of the College and the Committee on Appointments will then make a particularly searching inquiry, which may include interviews with students about the instructor's excellence in teaching and opinions gathered from outside experts as to the quality of the instructor's scholarship. Only after such inquiry is made, will a recommendation be forwarded to the President. If the hope is that only the excellent will recieve tenure when there is an opening, the hope is that only for the superior will an exception be made.

Review Procedure: Anyone who has not received tenure and feels aggrieved should have a review procedure available for his use. The following procedure is recommended; the same procedure applies to questions raised about reappointment or promotion.

1) If, after making informal inquiries of the Dean and The President, the aggrieved remains convinced that justice has not been done, within ten days of his or her last meeting with either officer, he or she shall request in writing to the Dean a hearing before an ad hoc faculty review board. Its recommendations shall be communicated in writing to the President. His decisions shall be final and shall be communicated within one week in writing to the aggrieved , the Committee on Appointments, and the Dean. He shall furthermore announce his decision either in writing to the secretarty of the faculty or orally to the faculty at the next meeting following the final review.

2) Should the aggrieved at any point in the grievance procedure choose to take direct legal action or officially present his case to the AAUP, the President in person or through his surrogate may choose to present the administration's case to the ad hoc faculty review board. Its recommendations are forwarded to the President and communicated in writing to the secretart of the faculty, who distributes this statement to all members of the faculty within one week after receiving it.

Selection of ad hoc Faculty Review Board;

1) When the secretary of the facutly is notified by the Dean that a request for faculty review board has been received, he shall write the names of all resident tenured full-time faculty mambers upon note cards of equal size, omitting onlt members of the department in which the aggrieved is serving, the members of the Committee on Appointments and, where applicable, the name of any colleague who may be a direct party in the dispute.

2) In the presence of the Committee on Appointments, whose members shall verify that the above procedure has been carried out, the secretary of the faculty shall thoroughly mix the names in a box or other receptacle and draw at random the names of seven tenured faculty members. The first five drawn shall constitute the review board: the sixth, a first alternate; and the seventh, a second alternate.

3) The secretary of the faculty shall inform those chosen as well as the aggrieved of the time and place of the hearing.

4) At its first meeting, the five-person board shall elect a chairman. It shall be his or her responsibility to communicate in writing all recommendations of the Board to the parties concerned.

5) All full-time tenured members of the faculty are obligated to serve on a review board, the duties of which shall take precedence over others normall undertaken. It is specifically charged with discovering whether errors in procedure exist and in considering whatever new facts of substance may have come to light since the last meeting of the Appontments Committee which considered the case. It must report its findings to the President within ten days of its first meeting.

Committee on Appointments
Stephen Bonta
Austin Briggs (resigned)
Rouben Cholakian
Donald Potter

AAUP Resolution

continued from page one

such quotas tend to divide faculty. A quota places a disproportionate share of the burden of satisfying the desired tenure ratio on the probationary faculty, and any disproportion in the burdens born by different classes of faculty members tends to arouse resentment and division. At present, one of the greatest strengths of Hamilton College is the sense of unity within its faculty. This is an asset which the College would be ill-advised to risk losing.

In fact, the Chapter knows of no particularly forceful arguments in favor of the imposition of such quotas. The only argument which has been advanced here is that the College now has about 60 per cent of its faculty on tenure, and that to allow the ratio to rise further might endanger the quality of instruction. But a tenure ratio will not necessarily improve or maintain the quality at an institution; in fact, it may actually diminish that quality. Committee A remarks,

> A satisfactory long-range plan may well imply that, along the way, the proportion of the faculty on tenure will

continued on page eleven

Associate Professor Norman Bowie

Committee Supports, Others Criticize Tenure Plan

continued from page one

Acting Dean Lindley, who headed the Committee on Appointments last year, said that he supports the proposal and is "hopeful that the majority of the faculty will accept it." He went on to say, however, "It is a document about institutional well-being—the long range health of the College. It is necessary that we have a policy that is clear, understood by all, and explicit."

Simon Critical

Associate Professor of Philosophy Robert L. Simon, who heads the Hamilton chapter of the AAUP, is critical of the proposal. Making clear that he was speaking for himself and not as president of the chapter, Simon said, "Justification for the statement is inadequate and the quotas or guidelines are ill-conceived.

"I believe that implementation of the proposal would make it rational for young faculty to be thinking of their next job the moment they get here and would therefore discourage their involvement in the college," Simon said.

The senior member and chairman of the Committee on Appointments, Donald Potter, said about the report, "This is an extremely important document to individual faculty members, to departments and to the college. We have not discussed this with the faculty and I am reluctant to make many specific statements at this time."

Questions have been raised regarding the report's distinction between "excellent" candidates for tenure and "superior" candidates for tenure. Potter, explaining the terms said, "The connotation is that the person who is superior is an exceptionally gifted faculty member." The proposal asks that only superior faculty be tenured in cases where such a move would violate the guidelines and that excellent faculty be tenured in other situations.

Professor Rouben Cholakian of the committee notes that the superior-excellent distinction might be a "loophole" and that opponents of the proposal might argue that it forces the college to sacrifice superior faculty for excellent ones because of the departments in which the teachers are appointed.

Of the distinction, Cholakian said, "It is a double standard only to the extent that a chairman doesn't want to fight for him [the superior candidate for tenure]."

Faculty Reaction

One non-tenured professor said, "The premises of the plan are simply false. A worst possible case analysis in terms of percentage of faculty on tenure is ahistorical. Furthermore, they've chosen one year—1980—which is the worst possible year. The projections should be for a ten or 15 year period when the percentage on tenure would go down sharply. As for quotas by department, it is an absurdity, especially at a small college."

Another junior faculty member said that untenured faculty were self-conscious about participating in the debate over the proposal because "anything a junior faculty member says is interpretable as self-serving."

Associate Professor of Philosophy and Executive Secretary of the American Philosophical Association Norman Bowie expressed a negative reaction to the plan. "You have a very, very angry faculty, not just untenured," he said. "I guess 95 per cent of the faculty are opposed."

Rotating Positions

Simon was also critical of a worst possible case analysis on which he claims the report is based. He refutes the analysis on four counts: under any reasonable merit system, not everyone will receive tenure; there have been a number of unexpected retirements; younger people have left thus leaving tenure spots open longer; and finally, there are a number of faculty who have—or who are on the verge of developing— outstanding professional reputations, and it is too hopeful to think they will all stay here.

Bowie said that the possibility of flexibility in a department was the crucual issue in the tenure debate. He suggested as a solution the institution of rotating positions, the raising of tenure standards, early retirement of some tenured men, and what he called "putting the screws on those who aren't working."

A junior faculty member proposed that tenure standards should be raised as part of a solution to the problem. He suggested that explicit requirements for publication be set, as well as more precise teaching standards. Potter said the committee did not have any specific sort of appointment in mind when proposing the rotating appointments. They could be for variable lengths of time, he said.

Experience

Lindley said that sometimes—in filling rotating positions—scholars with teaching experience will be sought, but that it is not always necessary and depends on the subject. The acting dean said that when the person accepts such a position he or she would know that there it is not a permanent one.

At present, the college has rotating positions in some departments.

"The problem, as President Carovano sees it, is how to staff cheaply," a non-tenured professor contended. He said that the plan attempts to give the administration the luxury of high turnover which keeps the number of tenured faculty down in an age when high turnover will be increasingly rare."

Despite the controversy surrounding the proposal, one of its authors—Professor Cholakian—said that it is not nearly as dramatic or innovative as it appears to be . He said that the basic structure of the proposal has always been implicit.

"If there has been innovation, it's the new criteria of selection in terms of age," Cholakian said.

Professor of English Austin Briggs, a member of the Committee who resigned because of duties as acting chairman of the English Department, said that the commmittee was not proposing quotas. "The reason I do is because there are so many provisions for exceptions to the guidelines."

Briggs said when asked if the language of the proposal were too vague, "I do believe if one were to define standards in a rigid fashion, it would make it harder, not easier [to make tenure decisions]. Vagueness makes it possible to make exceptions to general guidelines—the more strictly defined, the more likely guidelines turn into quotas."

Cholakian pointed out that the proposal is meant to be "explicit, but not rigid." He said, "Some terms are willfully vague. Nobody wants to render it a scientific experiment." The French professor, at Hamilton since 1963, said that there are two crucial issues in the proposal: one is procedural; the other, contextual.

Whose Prerogative

The procedural question centers around whose prerogative instituting and mandating tenure policy is—the administration's or the faculty's. The second question concerns the validity of the criteria set forth in the proposal.

Cholakian expects faculty reaction, and said, "I would be annoyed if they did not react." He said that if he were not tenured, "My emotional reaction would be the same [as that expressed by non-tenured faculty], but I tnink a proposal which takes into account age distribution by department is healthy."

Junior faculty have already complained that the Committee ought to have consulted its colleagues during the formulation process.

Simon said, "I think they have misread faculty sentiment. I was disappointed at the lack of open communication with all segments of the faculty at earlier stages in the formulation."

Bowie said, "They [the members of the Committee] should have gotten more input a long, long time ago."

It is those now "in limbo"—that is the college's present untenured faculty—who will suffer, Cholakian said. He said some anguishing decisions will have to be made.

Asked if the committee had in mind any date of implementation of the plan, Briggs said, "It was in the minds of the committee that it could be made use of this year." Briggs added however that it was also the committee's desire to give the faculty sufficient time to discuss the proposal.

Although the Committee on Appointments: report has undergone several metamorphoses since last year, the proposal was in its basic form last year when Acting Dean Lindley chaired the committee. Cholakian said, "It seems to me—and this is not the Gospel—that he [Lindley] took elaborate notes with his colleagues [Oglivy and Potter] on the committee, and he put the words on paper. We [Bonta and Cholakian] were there after the fact."

AAUP Criticizes Quotas

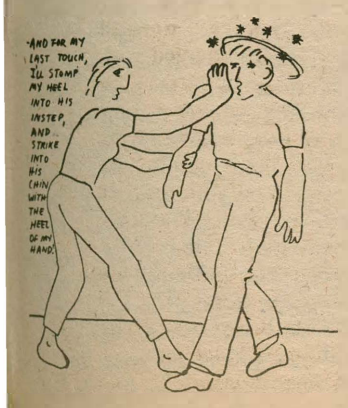
continued from page ten

first increase and then, as the force of the plan takes effect, decrease. Just as the end of growth in the size of the faculty leads to a gradual increase in the ratio of those tenured, so the gradual aging of the present faculty will ultimately lead to a tendency for the ratio to decline.

The Chapter believes that if the Administration recognizes that any "bulge" in the tenure ratio is temporary, it will not try to rethink by means of so radical a policy as a quota on tenure.

The Chapter would like to assure you of its willingness to participate in a continuing discussion aimed at formulating personnel policies which will support the goals of excellence in instruction and of equity and security for the faculty.

RAPE DEFENSE



Many precautionary measures students can take are just common sense. One of the ones most stressed by Linda Patrick, assistant dean of student affairs, is that of closing blinds at night and when undressing.

"We need to be aware," she said, "if we don't pull our blinds down, what does that mean? It could mean leading someone on." As an example, she said a security guard had had to ask someone in a car behind Minor Dorm to leave because he had stopped there and was looking into the dorms. She said this kind of practice was fairly frequent.

The Health Committee recommended some other common sense measures.

Lock your room doors at night.

Take the keys out of your door when you're in your room.

Don't leave them in an obvious hiding place where people could find them.

Keep the shades down in your suites at night.

Keep the windows closed and the screens over the windows, especially if you're on the first floor.

Leave the lights on in the kitchens, halls, bathrooms, laundry rooms.

Below are some assault prevention measures compiled from "Our Bodies Ourselves."

Be alert at all times. If you're afraid someone might be following you the safest response is to head for a lighted area where people might be.

If you're caught by surprise and don't think you can run away, look for something to hit him with. Use it quickly so he doesn't have time to turn you.

If you're grabbed from the front, give a fast and hard kick to his groin. Use your arms to hit at his head, and other vulnerable regions.

If you're grabbed from behind, move your hips so you can drive your elbow into his solar plexus.

Whatever you do, do it quickly and with all your strength. Often this will give you extra strength. Yell loudly, it will probably scare your attacker and give you a psychological boost.

RUN! FAST!

Worry Later

This advice is from "Against Rape" by Medea and Thompson.

When walking alone at night, keep your hands out of your pockets.

Keep an avenue of escape in mind.

Concentrate on being calm and rational.

Follow your own intuition if you think someone may be following you. Worry about being foolish later.

If attacked, try to keep him back and avoid as much fighting as possible.

It's best for a woman to rely on kicking, her kick is longer than his reach and her legs are the strongest part of her body. The best way to kick is to bend your knee and snap out from the knee.

To make a fist that will give you the most power, keep a straight wrist, your thumb outside your fingers and aim with your knuckles.

If he has a weapon, don't fight unless it is absolutely necessary.

If you should be raped "Against Rape" recommends these procecures.

Stay calm.

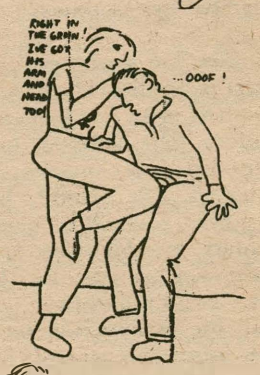
Talk sanely, quietly, to remind him that you are a human being.

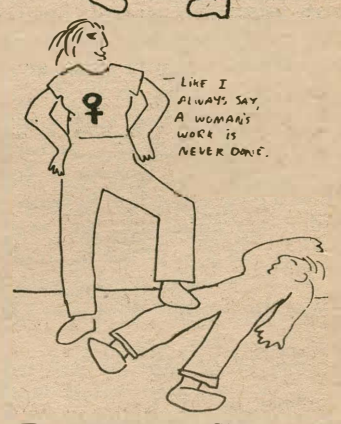
If he asks you a question that you can't answer without exciting him say something else such as calmly, factually stating, "You're hurting my arms."

Memorize the details of his face and clothing, and describe him to yourself.

Think about something concrete and routine, such as what you should do later.

Don't show any pain or weakness if you can avoid it, for it will only make him more violent.





The pictures, by Ginny Harpur, originally appeared in Our Bodies, Ourselves, *written by the Boston Women's Health Book Collective and published by Simon and Shuster in 1973.*

Sports SPECTATOR Sports

Intramural Injuries Can Be Serious Right Game Played Wrong Way

By ROBERT McCORMICK

For those who play intramural football at Hamilton, the possibility exists that they will incur serious--pehraps even fatal--injury according to Associate Medical Director Dr. William Klingensmith and Intramural Coordinator Frederick MacDonald.

During the season just completed, two shoulder separations, a damaged kidney and two broken hands were sustained in the course of play.

At a luncheon meeting last week concerning the subject, Dr. Klingensmith warned, "serious injury will continue if something is not done about the situation." In addition, five cuts required sutures and numerous sprains were treated at the Health Center. Rick Aubry '75, director of the intramural football program, blamed the injuries on the poor condition of the playing fields and the aggravation of previous injuries. "Aggressiveness is responsible for only a few of the injuries," Aubry said.

Dr. Klingensmith contended that the "terrific force" required to inflict such injuries belies Aubry's statement. "I believe it's the right game being played in the wrong way," he stated.

Fields Unsuitable

Coach MacDonald agreed that the fields are unsuitable for play but that economic circumstances prohibit the playing of the games elsewhere. He pointed out that considering the large number of students who participate in intramural football (1200 man hours), the number of injuries is proportionate to the number suffered by varsity performers.

A rule instituted this year permits blocking only between the shoulders and the waist. This has cut down on ankle and knee injuries but most damage continues to be caused by illegal use of the hands. Gloves are being considered as a possible solution to this problem.

Cheap shots are also a problem--especially when there is a lot at stake. "The intramural trophy is highly valued," MacDonald siad. "We're lucky that we've never had to decide it on the basis of a football game. If so, we'd have a war on our hands."

Another factor in injuries is a lack of common sense. Long fingernails and eyeglass frames can be dangerous. And some students don't belong on the field at all, according to MacDonald.

Unfit Player

"One fellow who is playing has had two concussions. One more good shot to the head and he's in serious trouble," MacDonald stated. Dr. Klingensmith advises such individuals not to play, although he can do little more.

Aubry feels that injuries frighten school officials and the doctors more than the participants, and the fact that 12 or so teams are formed each year seems to back him up.

"There's no way you can alter the rules without destroying the essence of the game," Aubry stated. "A lot of guys would be disappointed if the rules were changed. Most of them don't feel intimidated out there. They don't want the game to degenerate into a backyard touch football game."

Two Leagues Proposed

One possible solution set forth by MacDonald is the creation of two leagues—one composed of experienced players and the other of novices. This would go a long way toward eliminating the inequality of ability.

But the intense competition between the fraternities would continue. MacDonald admits that the injuries would likely be fewer, but more severe.

The intramural hockey season begins next week, and this controversy will be forgotten. But it will flare up again come next fall. "It's a universal problem," MacDonald conceeded. "When we had a water polo match with Colgate, one of their stars was sidelined with an intramural football injury. I wouldn't let one of my swimmers near a football."

Speculation Over ECAC Soccer Bid

There has been only speculation concerning the nomination of the Hamilton soccer team for an ECAC playoff bid on the Hill this past week. Gene Long, Hamilton athletic director, spoke with his counterpart at the University of Rochester and learned that the Continentals are being "seriously considered" for one of the four bids.

Coach Manfred Von Schiller claims that his team is "in the heart of it." But Von Schiller made it clear that no one really knows anything reliable about the playoff bids. Union seems a sure bet for either the first or second bid; Hamilton lost to Union 1-0. But rumors have travelled to the Hill concerning some of the state schools that usually spend their post-season at the NCAA tournament. It seems inflation has cut several of the state schools athletic budgets, and some of these teams may change their plans and change course for the ECAC's. This could impair Hamilton's chances.

But mostly, any real knowledge is non-existent about the playoffs. The team, although, is excited about the possibilities. Dave Church '76 said, "The selection is all politics, so therefore we're confused but definitely hopeful." The politics are always uncertain, but the hope is definitely there.

No one will know till this Monday; that is when the ECAC committee reaches its decision. Coach Von Schiller said, "This is the first time anything like this has ever happened around here." Hopefully, whatever the ultimate decision, it won't be the last happening.

Nobody Asked Me But...

Political Games

FEINGOLD AND SHOEN

"Yes. The President has phoned me a play." G. Allen Jan, 1973

Indoor sports have been in the spotlight for a month now, and on any given day a person scanning the sports pages of The Times can find the results from the NHL, WHA, NBA, ABA, NFL, WFL, and British Football. Where will it all end? One thing is certain: Once the American sports fan's IQ is raised to the level of moron, organized sports might reach decent and acceptable levels.

But it isn't only the fault of the fans and promoters. If the press secretary to the President of the United States of America, when asked about what the President's reaction was to the election results, can say that it wasn't as bad as Michigan losing to Ohio State — then we're in for it. Richard Nixon was fond of using sports terms in his high-level vocabulary whenever possible. Remember the November, 1969 March on Washington, when the President wouldn't come out to meet the demonstrators? He had a much better time in his white house, drinking beer, watching football, and figuring out how to bug Democratic headquarters.

* * * * *

Politics and sports can't mix. Look at the Olympics. This is the greatest example of the political exploitation of the athlete. It's hard to compete in an event when you're carrying a flag (George Foreman excluded). The athletes and their coaches realize that they are running for their countries, not for themselves, every fourth summer and winter. The horribly high degree of nationalism that is born from these realizations makes the Olympic Village look like a temporary meeting place for the U.N. General Assembly. And any guerilla worh his salt can take a rifle and pick off most of his enemy country's best athletes.

But the competition between countries isn't limited to every fourth year. Nations are constantly fighting with each other over which one should host the Olympics, five and even ten years from now. Moscow recently spent an obscene amount of money on their display for their bid to the Olympics. (And what about the money they use to pay their amateurs?). The Olympics isn't a display of athlete's abilities anymore, it isn't a showcase of pure competition between men and women — it has turned into one of the worst examples of competition between the big powers of the world.

But this competition isn't really limited to the big powers. When a German diver is diving in Germany, an English competitor would have to do a triple reverse with a fancy nip and tuck to score as much as the German does with a German judge there.

* * * * *

In this age of inflated depression, governments should have more on their minds than raising money for and becoming involved in sports. If India wants to protest South Africa's policy of apartheid, they don't have to do it by letting them win the Davis Cup. Sports is a world that should satisfy the children in all of us. But when it becomes a tool of policy, it loses its purpose. No athlete wants to govern a country, so no politician should play games.

Football's Future Prospects Reviewed

By C. JAMES CARR

There's been a break in the action at Steuben Field so let's sit back and reconnoiter a bit. Coach Bob King is not having the kind of year that helps coach's ulcers, and there does not appear to be much relief looming in the near future.

The Continentals have now extended their losing streak to 19 games, a streak spanning three seasons and two coaches. The current count on the '74 season is 0—6 with two games remaining on the schedule — Fordham this weekend in the Bronx and then the traditional contest with Union the following Saturday. Chances are the Continental losing streak will be 21 two weeks hence, and the next question has got to be "what of future prospects."

What are the future prospects for Hamilton College football? Every year one hears the same thing about these big, huge all-state football players who are going to turn Hamilton College into a veritable football power. Some of them are injured early, others leave school, and some just decide football isn't worth it anymore. But whatever the reasons, they haven't been there to turn Hamilton's football fortunes around. As a member of the newly-formed New England Small College Athletic Conference, and subject to the same recruiting restrictions as Middlebury, Union, Trinity, Bates and others, Hamilton will be drawing upon the same quality athlete as the aforementioned schools. Does this mean that Hamilton is going to blossom overnight into a Lambert Trophy contender? No! What it does mean is that Hamilton College should be able to field a representative football team in the seasons to come.

Lack of Ice Problem in Sage Rink

By BARRY KREISWIRTH

With the opening of the hockey season last Monday, November 4, , Coach Greg Batt and his anxious iceman found themse'ves on dry ground. The lack of ice in the Sage Rink can be attributed to the wonders of modern science and the incompetance of Mueller Company.

The problem began with the installation of the new automatic, freon cooled ice compressors, which are replacing an outdated and dangerous ammonia cooled, semi-automatic system. The trouble in the new unit — according to the Hamilton College physical plant staff — lies in the shipping dealy of two strainer valves in the brine compartement. The companies incompetancy caused an emergency trip to North Carolina to pick-up the valves and therefore, the ice making was seriously delayed.

The valves are now in, however, the problem is not over yet, now the pressure in the freon system shuts off too early. The trouble is now in the hands of the Rheem Company representative who is in search of the problem, and unfortunately the ice cannot go down until he gives the word. If all the bugs are cleared-up by the time of printing, the Continentals could be on the Sage Rink ice by Wednesday.

The lack of ice obviously poses a problem for Coach Batt and the Hamilton hockey team; however, the Continentals have not been totally stymied due to the gratuitous efforts of alumnus, Mr. Earl Stanley, and Mr. Grapplinger of the Clinton Arena. Through their work, the Continentals have been able to squeeze in some valuable ice time, allowing Coach Batt a good glimpse of his '74-'75 contingent.